

NALGO
INSURANCES
MEAN
SECURITY

PUBLIC SERVICE

Volume 33 No. 9

PROVIDE
AGAINST
SICKNESS
THROUGH N.P.S.

SEE PAGE 2

OCTOBER 1959

NATIONAL AND LOCAL GOVERNMENT OFFICERS ASSOCIATION

PRICE 3d.

RESCUING SERVICE

NALGO approach to Ministry

ACTION to ensure that NALGO's many members in the welfare service derive full benefit from the recommendations of the recent Younghusband Report was agreed by the National Executive Council on September 19. The Council will:

Make an urgent approach to the Ministry of Health to ensure that its interests are recognised;

Claim a voice in discussions on the implementation of the report;

Seek representation on the National Council for Social Work Training and on the governing body of the National Staff College recommended in the report.

The Younghusband Report was summarised in the June *Public Service*.

It declared that Britain's welfare services were in grave danger. Their staffs were ageing, overworked, underpaid, inadequately trained, and shrinking in numbers.

10-year plan

The report proposed a 10-year plan to bring the services up to the standard needed to enable them to meet the growing demands. This plan called for:

The creation of three grades of social workers:

Welfare assistants to deal with straightforward cases after short in-service training;

Certificated social workers to handle more complex cases. These would hold a new National Certificate in Social Work obtainable after a two-year training course;

Professional Social Workers, to handle difficult cases. These would be university graduates in social work who had also completed a full professional course, such as that for almoners or psychiatric social workers.

A comprehensive training scheme, sponsored by a National Council for Social Work Training;

A National Staff College to provide pioneer courses by which officers could qualify as supervisors and to serve as a forum for discussion of social policy, planning, and methods;

A national campaign to double the number of staff as soon as the proposed training scheme can absorb extra students; and

Better salary scales to recognise training, skill, and responsibility, provide an attractive career, and abolish present grading anomalies.

Big effect on members

These recommendations must have far-reaching effects on many NALGO members in the welfare services. For example:

The introduction of a new class of "welfare assistants" might involve dilution of labour; The proposals for better sal-

aries and promotion prospects must raise grading problems; Any new National Certificate in Social Work may need to be related to the present examinations for other professional and clerical staff; and

The effect of establishing a National Council for Social Work Training will have to be considered in relation to the work of the Local Government Examinations Board.

Meeting this month

Since these and other recommendations of the Working Party involve both service conditions and education, the N.E.C. agreed that it would be desirable to co-ordinate the views of its service conditions and education committees upon them.

It therefore approved a joint meeting of representatives of these two committees, together with other N.E.C. members specially interested, to examine them and to formulate NALGO policy upon them. This meeting will be held on October 10.

LOGOMIA improves cover at same cost

Holders of LOGOMIA comprehensive insurance policies now get a much wider public liability cover than before—for the same premium.

They are now protected up to a maximum of £100,000 (plus approved costs and expenses) for any sum which they or members of their family or permanent household may have to pay as compensation in respect of an accident which causes:

bodily injury to anyone not of their own family, household, or in their service; or loss of or damage to property not belonging to them, or in their charge or under their control (or that of members of their family or household or anyone acting on their behalf).

Anywhere in these islands

Cover extends to accidents anywhere in Great Britain, Northern Ireland, Eire, Isle of Man, or the Channel Islands. But it is restricted to "personal pursuits and pastimes not involving motor vehicles, mechanical power, or firearms (except sporting and air guns)."

Full details will be sent to present policy-holders with their next renewal invitations.

(Normal premium rate—4s. 3d. per cent per annum.)

WELFARE



'Public Service' to stay a newspaper

PUBLIC SERVICE appears again as a newspaper. It will continue to do so—permanently.

That was agreed by NALGO's National Executive Council on September 19. It was the Council's prompt response to the overwhelming support given by branches and members to the emergency *Conference Special* published in this form during the printing dispute in the summer.

As soon as that appeared, Headquarters was inundated with letters, telegrams, and

'MIRROR' MAN'S PRAISE

"You are making a first-class job of the new format and presentation."

"It is good to see a trade union whose approach to communication is as up-to-date as yours."

LEN JACKSON,
Daily Mirror industrial reporter

phone calls praising the new style and asking that it go on.

It was told that members had found the *Conference Special* easier to read—and that more had read it than ever before.

To see whether these opinions were representative, it sent a questionnaire to branches, asking all whether their members preferred *Conference Special* to previous *Conference Journals* and if they would prefer the normal journal as a newspaper.

Nearly 600 branches, representing 142,000 members—56 per cent of the total—replied. Of these, 432 branches preferred *Conference Special*.

To the question whether they would prefer a newspaper-style journal every month, the replies were:

	Branches	Members
Yes	288	81,670
No	240	44,996
50/50	32	15,447

When they replied to the questionnaire, most branches had seen only *Conference Special* and some doubted whether newspaper-style would suit the normal journal.

But publication of the September journal as a newspaper converted many doubters and another flood of letters suggested that a further inquiry would give an even bigger majority for the newspaper.

Faced with these facts, the N.E.C. agreed unanimously to make the change at once.

Public Service will continue to be published monthly. But it could come out more often—if members want it and branches can distribute it.

Already, *Public Service* has the biggest circulation of any trade union newspaper in the world. We aim to make it also the liveliest—and the exception to the rule revealed in a recent Gallup Poll that British trade union journals are read by only 13 out of every hundred union members.

STEPHEN DUNCAN IN CRASH

Stephen Duncan, N.E.C., chairman of NALGO's education committee, is still confined to bed with two broken collarbones after a serious car crash last month.

An ambulance takes him to hospital daily; but his many friends will be glad to know that he is at least on the mend.

CLEARED!

Failures were signalled by the clatter of bricks, bells, and hurdles when NALGO (Metropolitan District) Motor Club broke new ground with a road-safety competition at Uxbridge, Middlesex, last month.

The rally, organised with Uxbridge local safety committee, attracted 35 drivers. Winner was B. G. James, with B. Matthews, both of Ilford.

In our picture Chris Warman, Uxbridge road safety officer, clears driver Jack Smith, and Keith Logie, of Rickmansworth.

GAS SCHOOL'S BIG SUCCESS

The first school ever run by NALGO specially for gas service staffs was held in Blackpool on September 12.

Organised by the North Western and North Wales district committee, it attracted 125 members from the north-west counties.

Mr. F. Signey, district organisation officer, gave two reasons for his district setting the pace: First, there was a large membership among gas staffs.

Second, there was an enthusiastic district service conditions sub-committee which had sponsored the event "without waiting for another committee to boost it."

The school, which was a total success, is reported on page 4.

ON OTHER PAGES

	Pages
Gas staffs unite—in NALGO	6
Hospital ahead of its time	7
Operation Chimney Plume	7
My NALGO Diary	6
Pretty girls	9
Scottish news	10
Readers' forum	13
My bookshelf	13
Competition	14
Crossword	14

Big rises for health officers

New pay scales, establishing greatly improved standards of pay for designated officers in the hospital service, will soon come into operation.

For example, a hospital group secretary whose maximum was £1,747 will now have a maximum of £2,225. A regional hospital board assistant secretary's maximum goes up from £1,336 to £1,800.

Based on the Sir Noel Hall Fact-Finding Committee's Report, the agreement—reports Ben Smith, health staffs' organis-

"Well merited"

Disclosing the agreement in the "Daily Express" on October 1, Chapman Pincher wrote: "The new awards are well merited. . . . The deal . . . improves pay and prospects for administrative staff on such a generous scale that it is an abject admission they have been grossly underpaid. . . ."

ing officer—is a "package deal." Some of its features fall short of the claims and proposals made by NALGO; others represent improvements which have been pressed by NALGO.

The staff side has made it clear that it reserves the right to question any part of the agreement in the light of experience.

Assimilation is based broadly on the recent general grades' "implementation" award. This means that the new scales operate fully from July 1, 1959—but an upper limit of £500 is placed on any increase. This was a condition of the "package deal." The staff side protested against it in principle, but its rejection would have meant a deadlock which could not have been referred to arbitration.

Designated officers in the Dental Estimates Board, Drug Accounts Committee (Scotland), executive councils and joint pricing bureaux are not included in this agreement. Negotiations for them are going on now.

The new agreement is too lengthy to publish, but details have been sent to branches.

Councils v. the Press!

It was no-holds-barred when local government was matched against the press at the A.M.C. Conference in Torquay last month.

Champion for the press was the immediate past president of the Guild of British Newspaper Editors, Mr. Leonard Crisp.

Mr. Crisp let fly with both hands at "councils who treat the public as an enemy and the press as a spy, and do all their business in secret committee."

In the opposite corner was Councillor M. P. Pariser, of Manchester.

The press, he said: Ignored local government news unless it was controversial.

Gave the public a "wildly unrecognisable" picture of civic affairs. A full report is on page 2.

THE TOWN HALL AND THE PUBLIC

'End this secrecy' demands editor

"Too many local authorities treat the public as an enemy, from whom their plan of campaign must be kept secret, or as a subject race that must be kept in ignorance."

"To such authorities, the press is a spy, who is trying to pass information on to the enemy."

This was the charge levelled by Leonard Crisp, immediate past president of the Guild of British Newspaper Editors, who presented a paper on "Local authorities and the press."

Mr. Crisp is one of the most experienced journalists in the country. From 1946 to 1956, he was editor of the *Middlesex Advertiser*, and, for 20 years before that, editor of the *Kentish Independent*.

"No substitute for press"

Good press relations, he said, were the crux of the most vital problem in local government today—that of arousing the citizen's interest.

"Many local authorities," he went on, "try to stimulate that interest by town meetings, news-sheets, exhibitions."

"But, inevitably, all these are one-sided, tendentious, persuasive. There is no substitute for disinterested and impartial reporting in the local press."

What NALGO found

Mr. Crisp's paper quoted the results of NALGO's 1957 quiz into public interest in local government.

"Seven-eighths think local government is important; one-quarter know little about it."

three-quarters read press reports of local government; two-thirds ask to be told more."

"The conclusion," the paper commented, "is very clear. It is that more information about local government affairs should be given in the press, and that the press should not be hampered in obtaining that information."

But the press was hampered. The 1908 Act gave it the right to attend council meetings—but some councils denied the spirit of the Act by doing their business "in committee" and excluding the press.

Comment ruled out

Others insisted that agenda and reports should not be published in advance—thus ruling out any public comment until decisions had been taken.

In 1947, persistent complaints from its members all over the country led the Guild of British Newspaper Editors to make a nation-wide inquiry. This covered 1,038 authorities—72 per cent of the total.

"The number of authorities

which did not supply committee reports to the press before a council meeting was 288, including seven county councils.

"Of the 714 which supplied reports in advance, 480 (including 40 county councils) made a condition that there should be no publication before the meeting."

"In 300 instances, the reports were supplied too late for prior publication anyway."

"In answer to the question: 'Does the authority tend to make important decisions in committee, using the statutory public meeting merely for formal information?' the reply was 'yes' in 330 cases, including 22 county councils."

A further inquiry in 1955 confirmed these findings.

"What would we think, Mr. Crisp demanded, 'of a government which held all its deliberations in

committees and used Parliament only formally to report decisions already made?"

"Yet that is how local government is being carried on in many towns and cities of this country."

The Minister of Housing and Local Government had warned local authorities that, unless they mended their ways, the government would bring in legislation

Press seeks new powers

In 1956, six press organisations had sponsored a Bill seeking, among other things:

The admission of the press to meetings of committees composed of all members of a public body and of committees exercising delegated powers; and

The circulation to the press, without condition or embargo, of all notices, agendas, and reports at the same time as they are sent to members.

This remained the aim of the press, even though it would impose heavy burdens in attending and reporting extra meetings.

The A.M.C. itself in 1946 adopted a report stating that there should be public discussion of all public matters and strongly deprecating the practice of discussing all council business in committee without the press.

The 1959 conference of the Association of Municipal Corporations spent a day on press and other public relations.

PIERRE EDMUNDS reports

"The co-operation of the A.M.C.," Mr. Crisp said, "would go a long way to closing the wide hiatus between the public bodies, both local and general, and the public they seek to serve."

Councillor hits back

A vigorous counter-attack on the press came from Councillor M. P. Pariser, of Manchester.

"To extend the powers of the press as suggested," he declared, "would be inimical to local government."

In any case, the press was not using its present powers as it should.

"A thoughtful and factual analysis of a piece of major council policy, unless it is controversial and fully debated, is a rarity."

"But the flippant, the frivolous, the scandalous, are always news, to

be reported in detail and in extenso.

"Every local government officer, and every elected representative, knows how lamentably frequent are the simple errors of fact in press reports."

"If the public relied on the press for its picture of local government, that picture would be wildly distorted and unrecognisable—and for too many people it is so."

"Public ignorance of local government is a measure of the failure of the press."

"Most councils help press"

Councillor Pariser began by describing Mr. Crisp's examples as typical of only a small minority.

"Most local authorities," he said, "welcome such interest as the press can from time to time be persuaded to give."

"They are ever ready to provide the information that so seldom gets printed, and they have commendable and far-reaching arrangements for doing so."

Councillor Pariser's speech was punctuated with applause, and, when he took the unorthodox step of asking those who agreed with his views to stand up, the great majority of his audience rose to its feet.

There should be a serious attempt, Councillor Pariser concluded, to get the local authorities and the press together, so that the faults on both sides could be cleared up.

L.G. exam for reporters

Replying to the short debate that followed, Mr. Crisp told the Conference of steps the press had taken to improve the standard of reporting.

"For the past five or six years, many local papers have required new entrants to take a three-year training course," he said.

"One of the subjects is local government—in which they take a recognised exam."

"At any one time, about 800 young reporters are taking the course. More than 700 have already completed it."

Some of these reporters are taking correspondence courses provided by the NALGO Correspondence Institute.

That ceiling—another crack

Another important step has been taken towards removing the "ceiling" from the salary scales of the local government National Joint Council.

NALGO has agreed that, when the grading sub-committee of the National Joint Council is discussing matters specially affecting the pay and conditions of service of members of the professions represented by the Local Government Legal Society, the Association of Local Government Financial Officers, the Association of Local Government Engineers and Surveyors, the Local Government Architects Society, and the Association of Education Officers, the present representation of four seats on the sub-committee's staff side will be increased by five representatives.

These representatives will be members of NALGO, appointed by NALGO, through the staff side, on the nomination of the organisations referred to.

In addition, whenever the N.J.C. appeals committee is to consider an appeal by a chief officer, the staff side representation will include at least one chief or senior officer of the equivalent standing or profession of the appellant.

It is now hoped that final steps to abolish the ceiling will be taken later this autumn.

Staff make—or mar—council's reputation

LOCAL government staff who interview members of the public should be trained in the handling of "customers," as they would be in a commercial firm.

This was one of the suggestions made by public relations expert A. A. McLoughlin, in a paper which urged local authorities to "Tell the people more about their work."

"The council's reputation is to a very large extent in the hands of its officers," he said.

"Not all the fine posters, book-lets, films, or exhibitions in the world will counter the effects of indifferent staff, impersonal letters, or bad telephone manners."

Mr. McLoughlin is a fellow and past president of the Institute of Public Relations, and has been public relations officer in turn to Paddington metropolitan borough, Middlesex county council, and the Advertising Association. He is now P.R.O. to the C-in-C., Northern Ireland Command.

Odd men out

Defining public relations as "Good service publicly appreciated," he went on:

"Local government certainly provides plenty of good service, but gets very little public appreciation in return."

"Neither is it likely to until it ceases to hide its light under a bushel and starts blowing its own trumpet—employing a skilled trumpeter when necessary."

Government departments, public bodies, commercial undertakings—even the stock exchange—had all recognised the need for public relations.

"As the song puts it, 'Everybody's doing it!'"

"Everybody, that is, except local government—which is doing less of it than 12 years ago, when the Ministry called for 'persistent publicity' by local authorities."

"You, too, pay rates"

Yet local government needed public relations as much as anybody and more than most.

Public relations could: Help to remedy the present situation, in which "apathy tops the poll at every local election."

Show the ratepayers what excellent service is available—and how cheaply.

Remind them that elected representatives are unpaid for the service they give—and that both councillors and officers are themselves ratepayers, with a personal interest in sound economical administration at the town hall.

Public relations for local government should include good re-

MORRISON'S MAXIMS

Herbert Morrison, this year's president of the Association of Municipal Corporations, was in characteristically good form when he took the chair for the session on public relations.

He spiced the proceedings with good advice, including:

Public relations in local government must never boost the party in power. Its job is to provide factual information and honest explanation.

To many people, "public relations" is a term of abuse. If the public doesn't like one term, offer them another. Why not talk about information officers?

Beware of empire building. There's a lot to be said for making public relations the job of a special officer in the town clerk's department.

lations with the press and with other mass media, public inquiry arrangements, delegate conferences, public meetings and ceremonies, displays, exhibitions, lectures, visits, films, and filmstrips.

All these media should be available to all authorities all the time, as part of a planned and continuous programme.

Case for P.R. council

"Should this be beyond the means of the smaller authorities, there may be a case for reviving the idea of a national, regional, or association public relations council, with each participating authority paying a special subscription or a tiny proportion of its rate, and the public relations council providing the 'know-how' and the most expensive media, like films and exhibitions."

Mr. McLoughlin's other proposals included:

Detailed courses in local government for grammar and secondary modern schools—"something more than the occasional visit and talk now arranged."

Regular invitations to local organisations to send their members to council chamber public galleries. This was still necessary even where councils adopted the excellent practice of meeting in a different neighbourhood each month.

May I express sincere appreciation for the courtesy and efficiency with which this long sustained claim has been met by the Society. I don't know what I would have done without you.....

...if some of our younger members could see some of the elderly invalids I have come across during the past week I don't think we should need to advertise the Provident Society...

...the time has come for me to finish after 25 years... I have always told those who were not members that the Society was the best thing NALGO has to offer and I still think the same today

Originals of these extracts from members' letters may be seen at NALGO headquarters

NALGO PROVIDENT SOCIETY
continues to serve members and their families

WRITE TODAY FOR DETAILS

NALGO PROVIDENT SOCIETY, 1 YORK GATE, REGENTS PARK, LONDON, N.W.1

Please send me, without obligation, details of NPS Scheme:

NAME..... Age next birthday.....

ADDRESS..... Branch.....

PS9/5

Electricity

MORE FOR ORPHANS?

Pensions review will cover widows, too

by L. G. MOSER, national organising officer

CHILDREN'S benefits under the Electricity Supply (Staff) Superannuation scheme are likely to be increased.

As reported in the May issue of *Public Service*, NALGO recently made several suggestions to the Electricity Council for improving the superannuation scheme, and among proposals was one that children's benefits should be increased to £80 a year for the first child and £70 a year for each additional child.

In its reply, the Electricity Council agreed in principle that the benefits should be increased and said that steps to this end will be taken once the valuation result is known. Clearly, the increase will be influenced by the financial state of the scheme.

The suggestion that a single contribution should replace separate provisions for normal and family benefits drew the reply that the committee of the scheme had considered this and the actuary would look into it after the present valuation.

The question of widows' pensions is to be reconsidered at a later date. So, too, will be the suggestion concerning compulsory retirement before reaching retirement age.

Cost-of-living rise

NALGO also requested provision for a review of retirement pensions to offset any rise in the cost of living. The Electricity Council said that it appeared to be government policy to review public service pensions automatically, and that electricity boards were prepared to consider any resultant pensions increase Acts.

When this year's Pensions (Increases) Act put up the pensions of certain public service pensioners, NALGO asked the

supply industry is discussed in a paper entitled "Careers development," which has been approved, after months of discussion, by the National Joint Advisory Council.

The intention is that, as far as possible, the industry be enabled to fill its senior appointments without going outside the industry.

The paper emphasises the need to ensure that no one with potential talent is overlooked, and that the search for talent should continue at each succeeding level of management.

A just procedure

Steps should be taken, wherever possible, to facilitate the development of that talent, by means of education, training, and experience.

The paper stresses that the procedure used to fulfil these aims must be both just and seen to be just.

In approving the paper, the unions emphasised the importance of joint discussion, at district level, of how the principles set out should be implemented.

Electricity Council to grant similar improvements for retired members of the supply industry.

The Council has said that, subject to the approval of the Minister of Power, electricity pensioners will get increases of between 2 and 12 per cent, with effect from August 1, 1959.

FILLING HIGH POSTS

The problem of filling senior posts from within the electricity

NALGO loses '4th leg' offices

The first matter before the annual meeting of the staff side of the National Joint Managerial and Higher Executive Grades Committee last month was the election of chairman.

Mr. T. Nolan, one of NALGO's representatives, had held the office since last March.

A representative of the Electrical Power Engineers Association proposed Mr. E. Braathen of the Association of Managerial Electrical Executives. The proposal was seconded by an A.M.E.E. member, and Mr. Braathen was then elected.

Mr. Nolan was commended for his brief services as chair-

man, and was appointed vice-chairman.

Mr. L. G. Moser, NALGO's national organising officer for electricity staffs, who has been staffs and joint secretary of the Committee since January, 1954, was proposed for re-election by NALGO members.

An A.M.E.E. member proposed Mr. H. Norton of E.P.E.A., an E.P.E.A. member seconded, and the combined votes of the representatives of these two Associations secured his appointment.

The staff side expressed its appreciation of Mr. Moser's services during the past five years.

New cover for jobs upheaval

NEW compensation regulations made under the Electricity Act of 1958 follow in many ways the lines of the compensation regulations of the 1947 Act, although there are some differences.

The most important of these is probably the introduction of "resettlement" compensation, which covers employees with more than three but less than eight years' service, who lose employment or emoluments as a result of the Act.

Previously, only employees with more than eight years' service were entitled to claim compensation—this still being the qualification required for "long term" compensation.

Unfortunately, there is an adverse provision in that the years cannot include breaks of over six months in service due to sickness and injury.

The "resettlement" compensation is for a maximum period of 13 weeks, except where the claimant is over 45 years of age, and in these cases there can be an extension of up to 13 weeks.

NALGO made representations about many of the provisions but the regulations remain substantially as drafted.

The Association will continue its efforts to avoid actual redundancy and it is hoped that the new regulations will be as little used as were the old ones.

Pay Claim Tribunal

The two sides of the National Joint Council are approaching agreed nominees of the Minister of Labour to form a special tribunal to arbitrate on the staff side's claim for a salary review. If the nominees accept office, an early hearing of the claim is expected.

Health

NEW AWARD ENDS ANOMALIES

by BEN SMITH, national organising officer

REVISED assimilation arrangements agreed by the health service Administrative and Clerical Staffs Council for general and administrative grades in the light of the recent Industrial Court award were issued to employing authorities on September 8.

The Council has also agreed: Modified assimilation arrangements for officers regraded from grade D to the higher clerical grade and from grade F to the general administrative or executive officer II grades, to rectify anomalies from the previous award;

To apply the revised assimilation arrangements also to personal secretaries and supervisors of typists, shorthand typists, or machine operators whose posts were regraded from grade D to higher clerical. Details are on page 15.

CHAPLAINS' SALARIES

Hospital chaplains employed whole-time by hospital management committees and boards of governors in England and Wales have had their salaries revised by Professional and Technical Whitley Council "A."

During the first five years of appointment, the salary is now £1,025 a year. Thereafter, it is £1,075. In each case a house, or an allowance in lieu of not more than £150 a year, will be provided.

The agreement, which includes a leave allowance of five weeks, applies from June 1, 1959.

PSYCHOLOGISTS' RISE

Revised gradings, salaries and conditions of service for clinical psychologists have been agreed by Professional and Technical Whitley Council "A." They take effect from May 1 last.

The new basic scales are: probationary period—£580 x 25-£680; post-probationary—£735 (at age 25) x 35-£1,050; senior—£1,025 x 50-£1,425; principal—£1,425 x 60-£1,725. There is also provision for a higher scale for top grade posts.

P.T.A. Circular 72, sent to branches, gives all details.

TECHNICIANS' CLAIM

A staff side claim for a revaluation of medical laboratory technicians' salaries has been submitted to the management side of Professional and Technical Whitley Council "B."

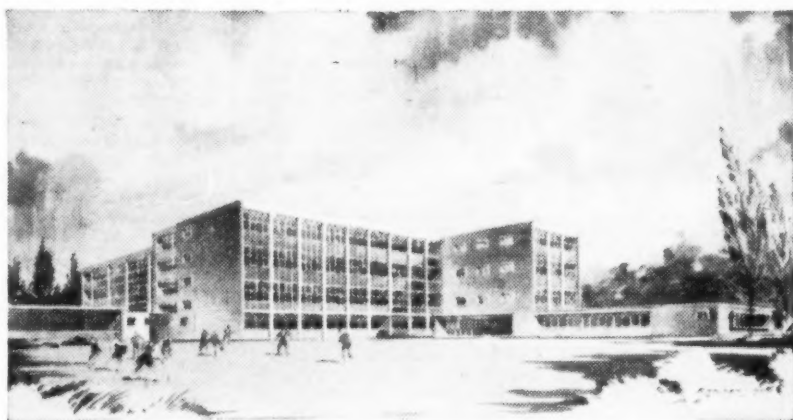
The increases suggested range from about 20 to 30 per cent.

Medical laboratory technicians' last increase was a 4 per cent cost-of-living adjustment dated from November 1, 1958.

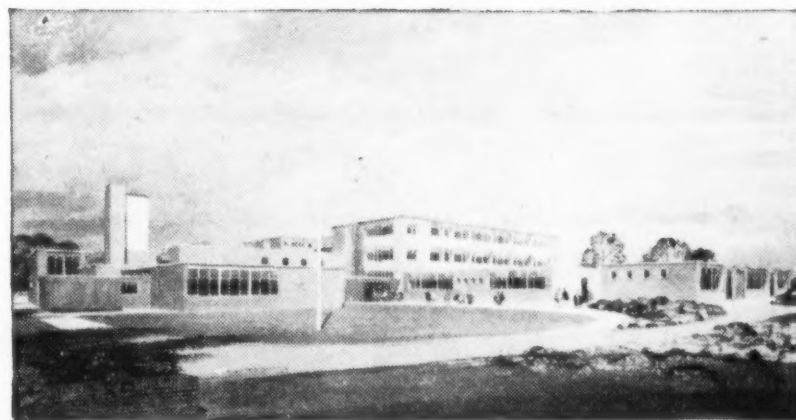
Present scales, the staff side states, are responsible for the difficulties in recruiting technicians, and in retaining trained staff. Only by a complete revision, it feels, can the inadequate salaries be improved.

ENGINEERS' HEARING

The Industrial Court will hear the staff side's claim for a revaluation of hospital engineers' salaries on October 16.



Rotherham C.S.M. School for the Borough of Luton
Architect: M. H. G. Blackman, Esq., A.R.I.B.A., A.M.T.P.I.



Ifield S.M. School, Crawley, for the West Sussex County Council
Architect: F. Reginald Steele F.R.I.B.A., F.R.I.C.S., M.T.P.I., A.M.I.Struct.E.

New Schools

by

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Gas pay—no review yet

by G. W. PHILLIPS

National organising officer

A CALL for a general review of the present salary structure in the gas industry was deferred by the national service conditions sub-committee (gas) at its September meeting.

The question was highlighted by one of the district sub-committees, which urged the review and clarification of the differentials claim, especially in relation to the increases recently given to grades 10, 11 and 12.

These increases were, of course, granted in response to a special plea that previous increases to these grades had not kept pace with the cost of living.

Staff side to report

The sub-committee referred the question of differentials to the staff side, which has in turn submitted it to the staff side conditions of service committee for examination and report.

with the employing authority shall not be entitled to any sickness allowance . . .

Annual leave cut

The staff side of the committee has also been asked to draw attention to the fact that some boards have been cutting the annual leave of staff who have had prolonged sick leave.

The national sub-committee considers this to be a breach of the national agreement, which lays down that an employee with one year's continuous service who is away sick is entitled to full salary for the first six months of illness, and then to half-salary for a further six months. Employing authorities may apply this to employees with less than a year's service, or pay full salary for longer than the first six months.

Increments anomaly

The staff side is also to seek an amendment to the national agreement governing the pay-

ment of annual increments.

Clause 4 provides that increments shall be granted automatically on January 1 each year, provided the employee has had six months' service at his present salary. This means that some employees without the six months' qualifying period miss an increment. Therefore, the staff side has asked that such cases should be specially reviewed and, so long as work and conduct are satisfactory, the increment should be payable in the following July.

Pension proposals

While the Gas Council's proposed scheme for providing compensation for staff made redundant by reorganisation is still being discussed, the Council has presented proposals for amending the pension scheme to safeguard staff's accrued rights.

The national service conditions sub-committee has referred some suggested modifications to the staff side.

HOW GAS MEMBERS CAN HELP NALGO

"THE growth of black-coated—or white-collar—trade unionism is one of the most interesting phenomena in British trade unionism today—and NALGO is part of it, and leader in the field."

Geoffrey Drain, deputy general secretary, said this when he spoke on NALGO topics at a one-day school for gas members in Blackpool last month.

The first school ever to be organised by a NALGO district purely for gas staffs, it was attended by 125 members from branches throughout the north-west and North Wales.

NALGO, said Mr. Drain, was the seventh largest trade union in the country—and larger than that in effectiveness. It could grow larger and even more effective—"not least through recruitment in your own industry," he told his audience.

No "Cinderella"

Each section of NALGO's members was important to the whole. Although those in local government formed the majority, there was no "Cinderella" among any of the services covered—the structure of the service conditions machinery made this impossible.

In describing the rôle of the 1,300 branches, Mr. Drain said they must always be the foundation and inspiration of the Association, producing ideas and leadership at the basic level of organisation.

Of NALGO's other activities, he named three as "direct aids" to its trade union work:

1. The legal department — the number and variety of difficulties in which members found themselves was "an eye-opener";
2. The public relations department, which had successfully put over NALGO to both employers and public;
3. The education department, which should always work in close co-operation with the service conditions department.

Mr. Drain also explained why he regarded NALGO's other activities as important to the health and welfare of the union as a whole.

"Massive strength"

George Phillips, national organiser for gas staffs, described how the interests of gas members were specially catered for within NALGO.

The whole organisation was geared to the wishes of the ordinary branch member.

"You in the gas industry control your own affairs, yet you have the massive strength of an effective organisation on which to call when necessary."

NALGO pursued its objectives through the machinery of joint negotiation, he said, and to be effective that machinery must rely, not on the statutory enactment that brought it into being, but on the goodwill of both sides and their full participation in a proper spirit of compromise.

The industry had a long and successful record of joint negotiation on behalf of manual workers. But it was not until 1949 that it had given serious thought to the establishment of similar machinery for staffs and senior officers.

Its introduction had been fully justified. It had brought into being an agreed national system of salaries and conditions of service and made recommendations on many other aspects of staff working conditions and welfare.

"But we shall not achieve true effectiveness until we can speak with one voice on the staff side," he warned.

"Relations between NALGO and the British Gas Staffs Association have never been more friendly. And I believe our friends in B.G.S.A. will soon come to realise that they must join with us so that together we can go on to win still better conditions for our members in the gas industry."

Mr. R. Kerr, chief accountant to the North Western Gas Board, who spoke on the gas industry itself, described the serious competition which oil

and electricity presented in both industrial and domestic fields. He felt, however, that everything possible was being done to combat this competition and that these efforts would meet with success.

Board's future

The future of the north western board, said Mr. Kerr, depended on many things: current research and development, smooth and effective organisation, a lead from management, and the quality of employees, and, by no means least, the manner in which superiors at every level dealt with the people under their control.

Members at the school were welcomed by "Teddy" Riley, past President of the Association, recently-retired N.E.C. member and vice-president of the district committee. He also presided during the morning session.

In the chair for other sessions were J. C. Hamilton, chief organisation officer, and W. Hatton, chairman of the area joint council and of the district gas service conditions sub-committee.

District panels urged for senior officers

NALGO's national advisory panel for senior gas officers has urged district service conditions sub-committee (gas) to set up corresponding advisory panels in their districts, wherever this is practicable.

The national panel decided this on September 8, since only four districts—East Midland, West Midland, Wales, and Scotland—already have such panels.

The district panels give NALGO's senior gas officer members an opportunity of discussing together their own particular problems.

Some twelve months ago, for example, the West Midlands panel recorded the view that pay rises secured for senior gas officers since nationalisation fell short of those gained for graded staff and given to members of boards, and asked for action.

Big advance

The national panel considered that, generally, the national salaries table represented a big advance for senior officers, though they could enjoy its benefits only if it were properly applied by area boards. So it decided to ask the district panels to undertake local reviews and to encourage officers to lodge appeals where necessary.

In the districts that have panels, some action on these lines has already been taken.

The national advisory panel hopes that this will convince senior gas officers elsewhere of the need for district panels—and will also show them the advantages of the appeals machinery.

HOLIDAY REVIEW

A review of holiday entitlement among senior gas officers has so far revealed that this varies between three and a half weeks and one month, plus 'the nine days' statutory holidays.

When the review is complete, the national advisory panel for senior gas officers is to consider how to improve the general standard. Four weeks, it feels, is not long enough for men carrying heavy responsibilities.

She was ashamed
of her cold-hearted
home!



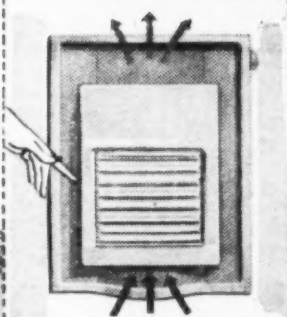
AT THE GAS SHOWROOMS



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Local government sub-committee

HOW ARBITRATION WORKS NOW

by G. H. NEWMAN, service conditions officer

AS has already been reported at Conference and in *Public Service*, new legislation—the Terms and Conditions of Employment Act, 1959—has replaced the arbitration machinery under which NALGO could previously, if necessary, seek to enforce local application of national agreements.

Members of the national service conditions sub-committee (local government) were reminded of this on September 5, when they received a report on the present position.

The essence of the Act is to maintain by legislation a procedure previously provided by the Industrial Disputes Order, 1951, for the determination of "issues" by the Industrial Disputes Tribunal.

The term "issue" is replaced by the term "claim" in section 8 of the new Act.

Enforcing agreed terms

The purpose of this section is to give representative organisations of employers or workers the statutory right to invoke, through the Minister of Labour and National Service, the adjudication of the Industrial Court in cases where it appears to the organisation that an employer is not observing the terms or conditions of employment which have been established for the industry concerned—that is to say, the "recognised terms or conditions."

The part of the Industrial Disputes Order which provided compulsory arbitration for individual disputes on grading has not been revived in permanent legislation.

New clause for N.J.C.

The two sides of the National Joint Council have already agreed in principle that the constitution of the Council shall be amended by the addition of a clause providing for voluntary references to arbitration under the Industrial Court Act, 1919, in appropriate cases where the two sides are unable to arrive at agreement. Progress is being made on the wording of the new clause.

The sub-committee was told that, in accordance with the provisions of the new Act, an approach to the National Joint Council had been made by the Ministry of Labour and National Service, with the result that it had been agreed that any claim under the Act relating to the non-implementation of a recommendation made by the appeals committee of a provincial council would be referred to the National Joint Council to ascertain "whether there are any further steps the negotiating machinery can take to settle this matter."

Increments—and upgrades

The national sub-committee spent much of its time considering nearly thirty references from district sub-committees.

Interesting among them was the question of the date on which weekly-paid staffs should receive their annual increments.

The Charter says that increments shall be paid from "the first day of the pay period following March 31."

For staffs paid monthly, this is April 1.

But, for staffs paid weekly, it may be anything up to a week later. This year, the appropriate date was April 6.

Both the North Eastern and the Southern district sub-committees called attention to this position, and the national sub-committee decided to ask the staff secretary to try to clear it up.

Another point of interpretation was raised by the West Midland sub-committee.

The Charter (paragraph 27 (c)) says, in effect, that when an officer is promoted, his new

salary should be at least £25 more than his old one.

Does the same apply when his post is upgraded as the result of appeal?

Strictly, the upgrading of a post does not accord an officer promotion in the sense of transfer from one post to a superior post. To that extent, paragraph 27 does not apply.

But it does provide an indication of what can be considered the minimum "betterment" on upgrading.

Shorthand-typists

Two other district sub-committees—Eastern and Yorkshire—asked the national sub-committee to try to improve the maximum salary for shorthand-typists.

The staff side has this question under continuous review, and will take appropriate action as the opportunity occurs.

Library grading

Besides district references, the national sub-committee considered a number of instructions and references from the Scarborough Conference.

Most of these—back-dating of salary settlements, long-service increments, overtime and penalty payments, disturbance allowances, etc.—it decided to refer to the staff side.

On one of the liveliest of the Conference issues, however, a great deal of work had already been done.

This was the grading of library assistants.

The sub-committee received reports of three meetings of its special sub-committee, at two of which the Library Association had been represented.

Together, representatives of both Associations are making a determined effort to find some satisfactory revised basis for the grading of librarians, to replace the present basis of the number of staff supervised.

They are, of course, taking full account of the Roberts Report on the structure of the library service.

500 plusages

On the vexed question of personal plusages—which were roundly condemned by Conference—the sub-committee looked again at a schedule showing "how many and how much."

This gave information about nearly 500 plusages, ranging from £25 to £150, awarded for reasons varying from "extra duties and/or responsibility" (the most usual) to "enticing an officer to stay after he had been short-listed for another post."

The sub-committee decided to refer the whole question of personal plusages to its grading sub-committee for consideration and report.

Cluster of claims

Several detailed reports from the special sub-committee foreshadowed further action on behalf of various categories.

For example, the staff side is to be asked to re-open negotiations for revised grades for social and mental welfare officers.

The staff side is also to be asked to re-open its claim on the grading of youth employment officers, now that the expected report from the local authorities' associations has been received.

In addition, a claim is to be made to secure a basic national grading for child care officers.

NURSERY ASSISTANTS TO STAY IN HEALTH MACHINE

ALTHOUGH nursery assistants are local government officers, there would seem to be no advantage in seeking their transfer from the jurisdiction of the health service Nurses and Midwives Whitley Council to the local government National Joint Council.

This was decided by the national service conditions sub-committee (local government) on September 5.

The West Midland sub-committee having suggested that such a transfer was desirable, the national sub-committee considered a detailed report on the present position.

Reasons for the decisions are: Nursery assistants employed in day and 24-hour nurseries, and in residential nurseries, are supervised by qualified matrons. In the larger of these nurseries, state registered nurses are also employed. To that extent, these assistants form part of the nursing structure.

Although nursery assistants in schools and classes are not supervised by professional nursing staff, their duties are somewhat similar to those of the other nursery assistants, and their salaries have usually been settled at the same time and maintained in a relative position.

Any change of negotiating machinery would need the agreement of both sides of the Nurses and Midwives Whitley Council, of the general council of the Whitley Councils for the health services, and of the employers' side of the local government National Joint Council.

It is by no means certain that the transfer, even if it could be brought about, would benefit the assistants. Their pay would presumably still be related to that of the matrons and nurses who supervise many of them; and there would certainly be close consultation between the two employers' sides.

Exam for E.W.Os. sought

Proposals for a vocational examination for education welfare officers are to be discussed soon between the Local Government Examinations Board and a deputation from NALGO and the Education Welfare Officers National Association.

This was reported to the national service conditions sub-committee (local government) on September 5.

The need for such training has been recognised for many years. Its provision has been delayed by the war, by the setting up of the Local Government Examinations Board in 1946, and by the development of a general qualification in local government.

At present, some education welfare officers—encouraged by their national association—sit the intermediate D.M.A. This is certainly a suitable qualification, and approved by the National Joint Council; but its subjects may be considered more suitable for younger candidates going on to other exams.

Most over 45

Four-fifths of the 1,400 members of EWONA, however, are over 40—and two-thirds of them are over 45. The tendency is to recruit these officers older than is usual for other work.

It is hoped, therefore, that the Local Government Examinations Board will consent to run a more specifically vocational examination for existing officers and for as long as present recruiting tendencies continue.

Possible subjects are: (a) social administration; (b) the Education Acts and other statutory provisions affecting this work; and (c) the child and the family (or "child development").

'MISCELLANEOUS' STAFF MAY GET NEW LABEL

ARE members in the "miscellaneous grades" left out in the cold when it comes to negotiating pay and conditions? The six grades (ranging from £425 to £775) cover employees "whose duties are neither wholly clerical nor wholly manual in character but are of a special nature," and these employees have their own scheme of conditions (the "Red Book").

Their position has just been discussed again by the national service conditions sub-committee (local government) and by its special sub-committee, in the light of a notice of motion submitted for the Scarborough Conference but referred to the service conditions machinery.

This called for a comprehensive inquiry "in view of the dissatisfaction and sense of isolation felt by members in miscellaneous grades."

The national sub-committee concluded that it was clearly necessary, in any salary claim, that there should be a settlement for the main grades first.

But there was no evidence that the miscellaneous classes had been penalised by any delay.

All the same, the sub-committee had some sympathy with complaints about isolation; and it regretted the reluctance of some authorities to apply to provincial councils for permission to pay higher scales to those employees for whom the existing scales are inadequate.

The sub-committee re-affirmed NALGO's policy to be broadly: the abolition of miscellaneous grade 1;

the introduction of further scales beyond the present ceiling of miscellaneous grade VI; and the closest similarity between "Red Book" conditions of service and those of the Charter.

The conditions of service are already being reviewed with the employers, and the staff side is to be asked to bear in mind the possibility of making the "Red Book" a separate section of the Charter, and of replacing the word "miscellaneous" by some other more acceptable term.

109 COUNCILS NOW WORK 5-DAY WEEK

Fewer and fewer local government officers are having to set their alarm clocks for Saturday mornings.

Since February this year, another 46 local authorities have adopted a five-day week for some or all of their staff.

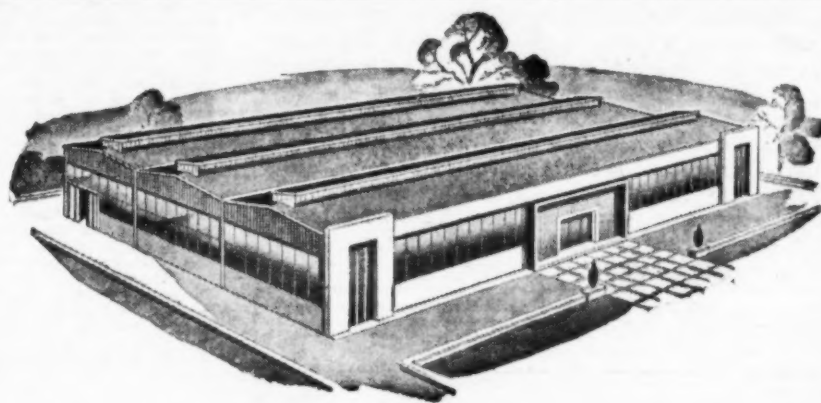
This brings the total up to 109—25 county councils, 11 county boroughs, 33 boroughs (including 5 metropolitan boroughs), 20 urban districts, 14 rural districts, 4 river boards, and 2 water boards.

630 give Saturday leave

Some of the authorities who have recently made the change used to operate some form of Saturday morning leave scheme. Consequently, the number of such schemes has gone down slightly from 647 to 630.

Within that figure, there is further evidence of improvement. Some staffs who previously had one Saturday off in two now have two off in three, some that had one off in three now have one off in two, and so on.

Altogether, 313 authorities now allow their staffs every other Saturday off, 172 allow one in three, and the others range from one authority that allows six Saturdays off in seven to two that allow only seven Saturdays off in a year.



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'Double London weighting' claim revived

NALGO is to ask the local government staff side to pursue its claim for the present London weighting to be doubled.

The claim seeks the following allowances for staffs working in the weighting area: Up to age 21—£20, age 21 to 25—£40, age 26 and over—£60.

It was formulated at the end of last year, but deferred because of negotiations on the general pay claim.

JUSTICES' CLERKS GET £45-£435 RISES

Justices' clerks in England and Wales—whether whole-time or part-time—have been awarded new salary ranges by the Industrial Court.

The changes take effect from April 1, 1959, and the rises vary from £45 to £435.

Full information about the new scales has been sent to district organisation officers in England and Wales.

PUBLIC SERVICE

1 York Gate, Regents Park, London, N.W.1

'Unfair competition'

NEWS SUMMARY, monthly mouthpiece of the local government employers, makes in its September number a significant admission.

"There is ample evidence in many advertisements," it declares in a leading article, "that some local authorities are indulging in unfair competition by offering excess salaries to overcome their own staff shortages. . . . These authorities render a grave disservice to local government. . . . Competition of this kind does not increase the total number of available officers. It merely leads to increased public expenditure and even extravagance without adding to total efficiency."

The article goes on to implore these local authorities "never to permit posts to be advertised or filled at salaries above the level of national agreements" and never to employ applicants who "have undertaken to remain with their present authorities for an unexpired term as a condition of training."

NALGO supports the employers' insistence on the sanctity of negotiated agreements. We rightly demand—and have often used the Industrial Disputes Tribunal to enforce our demand—that no authority shall pay less than the negotiated rates. We have agreed that these rates are a standard to be observed by all, not a minimum to which individual or local improvements can be added. Logic requires that, if none may pay less, none should pay more.

But if we accept the logic of our situation, we are entitled to ask the employers to accept the logic of theirs. Many authorities, their complaint discloses, cannot get the officers they need.

News Summary sees the remedy in "adequate training facilities, so that local authorities may secure a proper share of the potential candidates . . . now becoming available in increasing numbers."

NALGO equally supports the call for training facilities. It has been pressing for these for forty years. It has done more than appeal. When the local authorities ignored its early advocacy of the "qualified service," it established its own examinations and its own courses and schools to train officers for them. The National Joint Council has now taken over the examinations—but **NALGO's** courses remain.

But to suggest that training facilities are the only remedy for staff shortage is surely begging the question. The candidates may be available. But to whom? All the evidence suggests that local government is not getting them—that they are going for the better initial rewards and more attractive prospects offered by industry and other professions.

If local government is to get men and women of "good calibre" it must offer the pay those qualities can command. That is what these "unprincipled" employers are recognising. Not until the National Joint Council recognises it also can the staff shortages be overcome.

It is the aim of "Public Service" to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association.

One big public service union?

I cannot help feeling that we in **NALGO** are just a bit barmy! Slightly stupid! In fact, cuckoo! I suspect, too, that our civil service colleagues are cuckoo, too.

Why? It is a simple answer: although we could be the strongest body of organised workers in the country, we are among the weakest—and we are to blame.

Some time ago, plans "leaked out" to give top civil service jobs to ex-army officers with no greater examination than an interview, which would lessen promotion chances for civil servants with long service. Such plans would not have been considered if civil servants were strongly organised.

"Too feeble"

In our own service, posts in the A.P.T. or higher grades have been filled by ex-officers or teachers without experience, while experienced people in the service have been overlooked. This would not happen if we were strong.

While our members may study for qualifications, there is no guaranteed reward for them. This is only because we are too feeble. On the salaries question, a

summary of a Ministry of Labour report in April's *Public Service* showed that since 1947 teachers' salaries increased by 80 per cent, local government officers' average increase was 50 per cent, but manual workers' average earnings rose by 108 per cent.

Revolutionary answer

I offer a revolutionary answer to our weakness: let **NALGO** and the civil service combine to form one large trade union.

Thus we could assure that, once an agreement had been reached, no Minister could veto it. Unqualified people would not get plum jobs our members had worked for in our services, and salaries would keep pace with the cost of living.

I am sure that the majority of our members are sensible enough to see that our power would be used carefully. Justice would guide our actions.

As a trade union we would ensure that there was no redundancy of staff. At first, everyone would be needed, but as the Amalgamated Association progressed, it might be found that some who retired or left would not have to be replaced. Eventually, headquarters staff

could be housed in one building. With the extra staff and money available from combining several association journals—*Public Service*, *Red Tape* and *Civil Service Opinion*—what a wonderful national magazine we could have!

My plan is not an alternative to a federation of black-coated workers. Rather, it is intended to be complementary. I feel such a federation is overdue.

The T.U.C. will always be associated by many of our members with socialism, and since many members are right-wingers it follows that **NALGO** may never affiliate.

Motions adopted by Conference are a sign that **NALGO** is waking up, but we may be too late to lead the field.

Full co-operation

The British Medical Association decided at its recent Conference to approach leaders of other professions about forming a "Professional Associations Confederation." **NALGO** may be approached. If it is, we must co-operate fully.

Strength and justice are within our grasp. We must not dither or we may fairly be called: "Cuckoo!"

"LIBRA"

MY NALGO DIARY

by Abingdon

Will you help?

The last war didn't end when the guns stopped firing. The echoes still ring round the world—in the pitiable shapes of the thousands of homeless refugees.

This is World Refugee Year—and, so far, at least one **NALGO** branch has responded to the plea for help.

Working in conjunction with the Ockenden Venture—a project aimed at educating in this country non-German children from camps in Europe—is Bournemouth branch.

The branch has raised the initial £156 needed to sponsor one child and guarantees have been given to subscribe this sum annually for the next four years.

Mr. Alan O. Snook tells me that the Venture has already brought 96 children to England and hopes to bring over 200 more during Refugee Year. He adds:

"If only six out of every ten

NALGO members contributed 1d. per week, the Ockenden Venture could reach its target.

"Perhaps the 200 largest branches could each sponsor a child?"

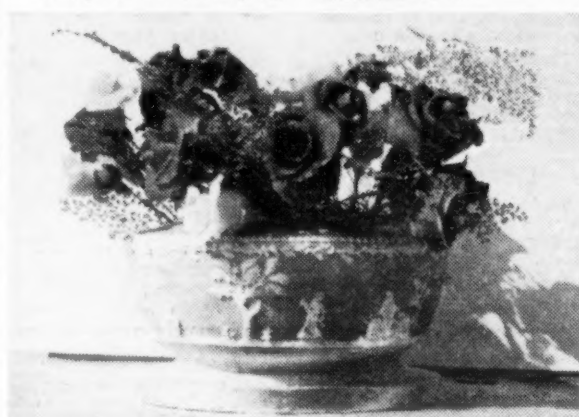
Large or small, if your branch would like to help, write to Mr. Snook at "Leaside," Leaway, Bear Green, Bournemouth.

PHI prizewinner

Third-time winner of the **NALGO** Floral Cup at Eton and district branch's horticultural and handicrafts show last month was Norman Collier, public health inspector, who gained highest points in the flower section with fine displays of dahlias, gladioli, chrysanthemums, and flower arrangements.

Symbolic seat

Gentlemen and ladies in waiting at Tottenham town hall, instead of standing impatiently until they receive attention, can now sit at their ease, thanks to Tottenham branch.



Fancy a bouquet of roses for tea? You would if they were those pictured here because they are made of marzipan. So is the Wedgwood-type bowl. The artist who created this masterpiece is a member of the Stoke-on-Trent branch, Mrs. Hughes, a children's home house-mother. She gave it to be raffled for the B.O. Fund, which profited to the tune of £11 10s. Miss Winifred Talley, branch assistant secretary, organised the raffle, and the lucky winner was Mrs. M. Lewis, of the city treasurer's department. Photographer is branch member F. Stonehewer, who, in the same generous spirit, has donated the fee for the print to the Fund.

The branch felt that the 25th anniversary of the incorporation of the borough should be marked by something permanent, and decided on a 6 ft. long padded oak seat.

Presenting the seat to the mayor, Councillor A. J. Davies, branch president D. G. Jones said it symbolised the staffs' role of partnership with the council in the service of the public.

Champion Chief

When Miss May Bettridge retired as chief clerk in Rams-gate's housing department, she gave a bowls cup to the branch.

The following week, she presented it for the first time—to her former chief, housing manager W. I. Gibson.

Miss Bettridge retired at the end of August, after 42 years with the corporation. She received a bureau from members of the corporation, and a cut-glass vase from her colleagues.

Father's footsteps

Following in father's footsteps twice over is 17-year-old Stuart James McFadyen.

He decided to enter West Sussex county treasurer's department, where his father, Mr. Kenneth James McFadyen, is in charge of the income and assessment section. And now, Mr. McFadyen senior, who is secretary of West Sussex branch, has enrolled Mr. McFadyen junior as a branch member.

Mr. Kenneth McFadyen has been with West Sussex county council since 1930, excluding a break for war service, and has been branch secretary since 1946. He has also been secretary of the South Eastern district committee for six years.

Alias "Miss She"



Do you think that a borough engineer's department sounds a rusty, dusty, drab place to work? And would you think that a woman clerk in such an office is a wee, dowdy mouse? Not a bit of it. Here's the proof—chic and elegant Mrs. Mollie Twitchett, better known as Butlin's Saltdan camp as Miss She.

Mrs. Twitchett, when she isn't winning titles, works in Southwark engineer's department, and has been a **NALGO** member for seven years. She won the heat from 24 contestants and gained a free holiday.

Now she will go on to the semi-finals—and if she is successful will enter the contest's finals next year at the Royal Albert Hall.

GAS STAFFS UNITE —IN NALGO!

DISUNITY is weakness. Gas staffs are divided. Some are members of **NALGO**. Some are members of the British Gas Staffs Association.

Can they unite and, in uniting, find greater strength?

In the August issue of the Manchester gas branch "Bulletin," Tom Fernley, N.E.C., made a striking appeal to B.G.S.A. to think again about proposals for amalgamation. Here is a summary of his main points:

WHY have **NALGO's** informal approaches to B.G.S.A. so far met with little response?

Does it not want unity?

Or is there a stumbling block in the way?

If there is a stumbling block it can only be our proposal that unification should take place within the **NALGO** framework.

On the face of it, it looks as though B.G.S.A. is being asked to make all the sacrifices.

Here is a union, formed by gas men for gas staffs, and claiming as a prime virtue that it concentrates exclusively upon gas matters, being invited to merge itself with a body in which gas is only one of many interests.

Well then, let us look at the alternative. Suppose **NALGO's** gas section goes into B.G.S.A. In such a combined union there might be about 30,000 members. Would the financial resources of 30,000 be sufficient to provide a professional service for the old **NALGO** gas section comparable with what they now enjoy? The answer must be "No."

When 250,000 combine

NALGO gas is only a tiny fraction of **NALGO**, yet it enjoys all the benefits of an extensive district officer service which only a membership of a

quarter of a million is able to provide.

It can make use of a legal section of outstanding effectiveness.

The various sections of **NALGO** pool their experiences and are a great help to one another in so doing.

The whole strength of the Association can be used in support of any one of its sections.

We would be foolish to overlook the hard fact that **NALGO**, with all its 50 years' experience, its spectacular growth since the war, its professional cadre second to none, its standing in the country and government circles, does reasonably provide a sound basis for a more impressive development of a unified gas staff.

Masters in their own house

Electricity staffs form one of **NALGO's** minority services, and they are roughly the size that an amalgamated gas section would be. They are quite happy at their lot inside the Association, and do not feel that they are less excellently served by the professional officers than any other group of **NALGO**. They are complete masters in their own house. They decide their own domestic policy. They make all their negotiating bodies. They make any agreements that they think may be necessary. In addition, they can call on this high-class professional service

which the coppers of 250,000 have built up over the years.

The policy of **NALGO** is firmly in the hands of the ordinary member. In no other union of comparable size is this so to the same extent. Our N.E.C. are all laymen elected democratically by all the membership. We are jealous, and rightly so, that power lies in our hands. Our professional staffs are there to advise us and to carry out our wishes. This is a set-up quite rare in modern trade unionism, and one well-worth preserving.

No false pride

That is the reason why we **NALGO** gas men think it would be better for all of us if we were united inside the Association. It isn't a false pride that deludes us into saying this; it isn't any selfish itch for more empire building. We firmly believe that our Association does provide for us a service that we couldn't provide for ourselves.

It is on the grounds of practicality and plain material benefit that we would ask B.G.S.A. to think again about coming in on the generous terms our Association would undoubtedly propose. They would have no cause to fear that any special contribution they could make to the total good would be swamped in the great numbers.

Get rid of the bogeys

Once we gas staffs are able to speak with one voice in the council of the industry, a more promising era is bound to begin. Most of the ills we endure today are obviously due to lack of unity. Isn't the prospect of such a splendid partnership sufficient to make us all determined to shed our old prejudices, reassess our old standpoints, and re-examine our old dogmas—in short, to get rid of the bogeys that stand in the way of unity?

In the mental health news—

HOSPITAL AHEAD OF ITS TIME

by KATHERINE SANSOME

"An interesting innovation. . . . A practical advance towards a more comprehensive type of hospital . . . which seems likely to be the right pattern for the future . . . for which it is worth making concessions, taking risks, and working under inconveniences. . . ."

THAT is a leading medical journal's description of a plan to move 120 mentally defective children into a general hospital for sick children, to be cared for by the same staff.

To the people who expect the new Mental Health Act to blow a fresh, humanitarian wind through the health service, the plan is as revolutionary as it is welcome.

Few of them know of Olive Mount Children's Hospital, near Liverpool, where exactly the same "innovation" has been working successfully for nearly four years. There, the concessions, risks, and inconveniences have been so happily surmounted that the experiment has become normal.

Left on doorstep

Olive Mount is one of the three hospitals which form the unique Liverpool Region children's hospital management committee. It is a cluster of cottage-style buildings on high land on the outskirts of Liverpool. Built early this century as a family-unit home for children—with 16 cottages, a school, four ward blocks, and an administrative building—it was managed by the local authority.

When the Liverpool children's H.M.C. took charge of the four ward blocks, the offices, and four of the cottages in 1955, it meant to establish an acute hospital for sick children.

But, somehow—partly because eight mentally defective children were literally "left on the doorstep" at the changeover, and mainly because there were more than 200 young mental defectives in the area with nowhere to go—thirty mentally defective boys found themselves in one ward of a 250-bed general children's hospital.

No lack of nurses

Now there are 60 mentally defective boys in the hospital's care. The matron, Miss M. Platt, showed me their two wards in a block separated from, though close to, the main hospital.

In each ward are 30 boys, ten of them bedridden. Some have extreme deficiency, some are "higher-grade." A few take easy school lessons, but most are unable to feed or dress themselves. There is never any lack of nurses volunteering to care for them.

The boys come, through a bed bureau system, from a wide area of the north-west, as well as from Liverpool. They are accepted from an early age, but go to other special accommodation when they reach adolescence.

Proper care . . .

Miss Platt and Dr. Margaret Rogerson, deputy medical superintendent, see candidates' case-histories and select the boys they think suitable. They base their choice, not on the boys' adaptability or the hospital's convenience, but on home conditions, the urgency of the case, and available accommodation.

H. R. Mason, secretary of the H.M.C., told me of the boy who had been constantly in trouble, appearing regularly before the magistrates' court. Finally, the boy was found to be mentally defective, and was sent to Olive Mount. Now he receives proper care and affection—and has given no more trouble.

That is the measure of the hospital's success—with nurses and nursing orderlies who have no special training in the care of

mental defectives. Their job is to look after the boys' comforts, and show them patience, kindness and affection. These qualities have banished every whisper of an "institution atmosphere" from the wards. They are run as part of the hospital—with the efficiency, cleanliness and high standard of care that are never quite captured anywhere but in a hospital.

. . . gives better health

Dr. Rogerson told me that that care has made a world of difference to the health of most of the boys. Many who were bedridden are now up and about, living a fuller life.

The boys have an outside playground equipped with swings, roundabouts, and chutes, a games room with a gramophone, records, television set, and dozens of games. An occupational therapist sets them easy, absorbing tasks. Each Monday, Wednesday and Thursday they can hear specially relayed record programmes.

Olive Mount is a training school for state enrolled assistant nurses, with a proud record in examination results. Pupils take a two-year training course there, during which they are seconded to Aintree hospital for six months' experience of adult and surgical nursing.

44-hour week

Nurses from other hospitals also are sent to Olive Mount for eight weeks for child nursing experience. They all work a 44-hour week. Their rooms have been beautifully decorated and comfortably furnished. The sick children's and M.D. wards are delightfully bright, colourful and well-equipped.

There is no doubt that Olive Mount is a happy hospital. Perhaps that is why, as C. J. D. Suthren, the hospital's secretary, said: "We have proved that there are no insurmountable problems in having wards for mentally defective patients in a general hospital."

London Conference on mental health

"Mental health—today and tomorrow" is the theme of the Royal College of Nursing Conference to be held in London on October 28-30.

Approaching the subject from all points of view is an impressive collection of experts from hospitals, local authorities, and universities. During the three days of the Conference, they will introduce "The framework of the future," "Meeting the needs of the community," and "Education, experiment and research." Group discussions will be included in each session.

The Conference is to be held at Friends House, Euston Road, N.W.1, and applications should be made to the Conference Secretary, Royal College of Nursing, 1a Henrietta Place, Cavendish Square, W.1.

COST OF LIVING

There was an almost unnoticeable rise in the cost of living figure between July and August. Calculated to one decimal, the index of August 1959 was 109.3 (January, 1956=100), compared with 109 for July. On the old basis (June, 1947=100) the figure is now 168.

'I saw our chimney plumes pierce fog'

ON December 4, 1958, the densest fog of the winter had closed London Airport to normal traffic.

Early in the morning, a solitary Dakota, guided by radar while still on the ground, taxied out to a deserted runway. It took off in virtually nil visibility, climbed through the fog to the sunlight above, and flew eastwards over London.

Its occupants were a special crew, a photographer, and myself. What interest had the Central Electricity Generating Board in this venture?

Electricity is an ideal smokeless fuel, and the C.E.G.B. generates much of it in large power stations. Unlike our domestic grates and small industrial boilers, which produce a lot of smoke, these burn coal efficiently and smokelessly.

But the process produces huge quantities of combustion gases which must be dispersed, and the high-speed emission of these hot gases from tall chimneys is a characteristic of modern British power stations.

Special research

Special research methods have provided a good deal of evidence to show that, in normal weather, hot gases dispersed from tall chimneys cause no objectionable effects at ground level.

But the abnormal, the fog condition, is important too. It is then that air pollution builds up beneath an inversion lid. Cold emissions from low chimneys are trapped, and conditions in the still air at ground level worsen as the fog persists.

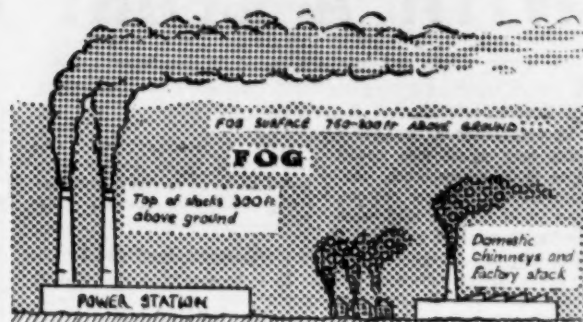
From a power station chimney, the gases are discharged hot. They are therefore lighter than the surrounding air, and their buoyancy causes them to

October—and the home fires burn again. Smoke curls up the chimneys and, if it's foggy outside, seeps into the atmosphere to form a clammy, clogging blanket of smog. Last year, the Central Electricity Generating Board sponsored an experiment which confirmed that the plumes emitted from its tall chimneys play no part in the smog tragedy. This eye-witness account of the experiment is by the man who planned it and carried it out—

GLYN ENGLAND,
development engineer
(policy) C.E.G.B.

rise. Since they are also discharged in large volumes, from tall chimneys, and at high speed, our theoretical calculations showed that they should be able to punch their way through the fog layer and disperse in the moving clear air above.

But, to be certain, I had to go up and see. And this was why, that foggy December morning, I was in a plane flying across London above 750 ft. of fog.



Using a Decca Navigator, with recording pen moving over a specially prepared map, we were able to position ourselves over a group of power stations in East London. We saw a number of plumes penetrating the billowing surface of the fog and trailing away down wind, and the Navigator helped us to identify these as belonging to particular power stations.

Coloured plumes

Speaking on a direct two-way radio link, I asked Brunswick Wharf (Poplar) power station to colour its two plumes intermittently for positive identification, and then watched as one red plume and one darkened plume pushed their way right through the fog. I then used these and the top of the Crystal Palace television tower, which also penetrated the fog, to give me some sense of direction as the plane circled to enable us to identify and photograph other power station plumes.

Over Bankside power station, there was no sign of chimney gases escaping the fog layer. There, the gases are cooled with water in a washing process before being emitted.

The success and safety of an operation of this kind demands careful preparation. The whole exercise was planned in co-operation with the research department of Fairey Air Surveys, whose manager sorted out the many difficulties involved in flying at relatively low level over London during persistent fog.

London Airport weather forecasters, flying control staff, aircraft pilot, first officer, navigator and photographer had each to exercise his special skill to a high degree, while the ground staff at the London division power stations, the divisional chemist, and the communication specialists all made an essential contribution.

Harmless dispersal

The data we collected was enough to give general support to the theoretical work of my colleagues at the Central Electricity research laboratory, and I had the satisfaction of seeing and bringing back photographic evidence that power station chimney gases, emitted hot and at high speed, penetrate through the fog layer and disperse harmlessly above it.

A MESSAGE FOR STUDENTS

IN OUR latest prospectus, we give up-to-date information about the examinations for which NALGO provides correspondence courses, and describe the comprehensive nature of our tutorial services. These services are better than any obtainable elsewhere because NALGO's sole aim is to help as many members as possible to qualify. There is no profit motive. All income from tuition fees is spent on meeting the costs of tuition.

Your Needs Are Known

The NALGO Correspondence Institute has been teaching people like you for nearly forty years. We do know what considerations face the student when choosing a course of study. (We also know the considerations which examining bodies take into account when deciding their standards, and it is not always easy to reconcile the two.) Lack of time, domestic troubles, overtime, illness, textbook scarcities—these and in fact all your subsequent difficulties can be met through the flexible system operated by the NCI.

A Myth Exploded

Too many of those who hear about NCI courses from other sources get the mistaken idea that NALGO courses expect too much of the student. Let us therefore say it now—we do not enjoy making our students work harder than is necessary to pass their examinations. We do not recommend text-books for the sheer fun of making things difficult for you! We claim, quite simply, to provide the means whereby every member can qualify according to his ability, aptitudes and interests. We are reminded of the member who said he would take a quick course to pass the examination, then a NALGO course to find out what it was all about! Others, who have entrusted the responsibility for their success to the NCI in the first place, have gambled on reading only our comprehensive notes—and have got through. We do not encourage this approach to examination success, which in our view can be but a hollow victory, but we are obliged to emphasise that those who wish merely to outwit the examiners stand as good a chance of doing so with our courses, as with any other! In fact we think

the chances are rather better. Should the examiner, however, win the first round, final victory will always go to the candidate who can fall back upon the sound tutorial methods recommended by the NCI for his next attempt.

The Best Value

Now and again we receive a challenge from someone who points out that a particular tuition fee happens to be a pound or two higher than that quoted by a competitor. Knowing what we do about our own arrangements, and not a little about those made by our competitors, we are satisfied that the intelligent student will not judge on price alone. We take pride in our latest tuition contract which emphasises that standard fees, once paid, entitle students to full tuition according to individual needs, until they succeed. A number of students who failed at their first attempt (and some will always do so!) are now, under this scheme, receiving personal tuition covering their individual weaknesses without any extra charge.

We can make these arrangements because the effectiveness of our teaching methods limits the number of students requiring special services to reasonable proportions. Our promise to teach until successful is backed by the full resources of the Association. It is, in other words, a responsible promise. If our initial teaching fails in any particular case, then we shall redouble our efforts to provide what, if anything, can prove effective for the individual concerned. . . . but as you have read so far you really must—

SUCCESS TUITION FOR

- General Certificate of Education
- Clerical Division Examination
- Diploma in Municipal Administration
- Institute of Hospital Administrators
- Association of Medical Records Officers
- Inspectors of Weights and Measures
- Shops Acts Administration
- Chartered Institute of Secretaries
- Corporation of Secretaries
- Legal Member Town Planning Institute
- Institute of Housing
- Rating and Valuation Association
- Public Health Inspectors
- Meat and Other Foods Certificate
- and our latest addition
- the IMTA

NALGO CORRESPONDENCE INSTITUTE

1 York Gate, Regents Park, London, N.W.1

Please send me NCI prospectus and details of courses ticked above.

NAME

ADDRESS

.....PS 9/5

SEND FOR OUR PROSPECTUS

NEWPORT KNOCKS OUT APATHY—Mayor 'amazed' at NALGO show

WE have some mighty resourceful members nearly south-of-the-border, down Newport way—Newport, Mon., that is.

In ten years of progress from one small rest room to a club comprising bar, lounge and games rooms, they have fought and won the battle against apathy.

Newport's success story began as so many do, quietly, when in 1949 the social and welfare sub-committee considered bolstering interest within the branch.

They wouldn't say die

The brightest idea was for a social club—but there was the thorny problem of providing funds. And the suggestion that members should contribute 3d. a week met with no enthusiasm.

The never-say-die committee members and their supporters went to work until they had enough money to take the plunge.

The council had faith in the venture: one small room in the civic centre was put at the branch's disposal.

It was in September 1950 that the club, registered by now, went into business in a room 15ft. square, which served as bar, lounge, card room, and quiet room.

Committee members volunteered for steward-duty—their "customers" being a few members who went to the club more out of sympathy and curiosity than anything else!

Not long after, another large room was added, and the club

bought a snooker table and table-tennis table. Teams competed in local leagues, and sectional and departmental competitions were held.

Council lent £600

In February 1951, the council again stepped in to help. Another two rooms were made available to the club, and these were converted into table-tennis and snooker rooms.

This, and the now strong support from members, encouraged the club management committee to approach the council for a loan. The outcome was an interest-free loan of £600, repayable over six years, which was used to build a bar at one end of the room and a partition to separate the bar from the lounge.

But the most striking feature of the club is a huge, colourful mural, depicting the various aspects of local government. The work of a local art mistress, this transforms the whole end wall of the lounge.

Since 1951, the club has gone from strength to strength and its fame has spread. Among its 580 members today are a number of colleagues from neighbouring branches and many members of the council.

Club closed the gaps

Thus, not only has it brought together members who were previously no more to each other than a name or a voice on the



A drink at the bar may help to solve a branch or office problem. And it quenches the thirst!

telephone, but it has helped to close the gap between staff and elected members of the council. It is not unusual for a junior to be in a snooker game with the mayor and a chief officer.

Good P.R., too

The club has also brought the town hall closer to the public. At socials and inter-club matches, NALGO members meet the people in a relaxed atmosphere, quickly dispelling any illusion that local government officers are inhuman bureaucrats.

So, congratulations and more power to your NALGO elbow, Newport!

CROYDON MEMBERS GET THE LOT

Croydon branch's "bright ideas" section continues to deliver the goods. Two of its latest products are worth passing on.

Bright Idea No. 1—for present members. A 50-page duplicated, comprehensive local "Charter," setting out all salaries and service conditions, including local agreements and local application of national settlements, training schemes, and so on. Every member will get his first copy next month, with the branch annual report. Then, each year, it will be brought up to date and reissued complete.

Bright Idea No. 2—for retired members. A complete list of names and addresses of old colleagues, to be sent to every retired member of the branch.

Rating slip

"Eighteen garages will also be provided... at a rent of 12s. 6d. per week each, inclusive of rats."—Bedford paper.

District office at your service

Number one

ON THE ROAD

Most days of the year, NALGO's 12 district organisation officers, and the 23 district officers who assist them, spend some time "on the road."

They are on their way to or from interviews with members, discussions with employers, branch and district meetings, Whitley councils, appeals.

In a single year, they travel nearly 400,000 miles by car. When quicker and more convenient, they go by train. When necessary, they go by boat—or even by plane.

Their journeys may begin early in the morning—and end in the small hours, with a long drive over icy or fog-bound roads.

A series of well-dovetailed appointments may keep them away from their base for two or three days.

It is arduous. But it has its compensations—stimulating variety, and friendly contacts throughout the districts.

And it justifies NALGO's claim to bring a complete, expert, on-the-spot service to every member, whenever and wherever it is needed.

Correction: The South Wales and Monmouthshire district has only three administrative and clerical staff, not six, as stated last month.

BLACKPOOL has a reputation for "doing things big." So when NALGO branch members from 12 Fylde Coast authorities—gas and electricity, as well as local government—joined forces to put punch into the local public relations programme, expectation ran high.

Even so, it was an astonishing plan that emerged—no less than to take over an entire Blackpool theatre for a night, and present what amounted to a documentary "variety show" on the public services.

A Blackpool theatre? In the summer season? On a night, too—September 2—when The Lights were to be test-illuminated at a press pre-view? It was a challenging prospect.

Yet the result was a triumph—one that amazed the mayor, and made NALGO history. For, the event attracted more than 600 people, including coach parties from miles around.

"My word," said the mayor, Alderman E. Machin, when he arrived to open the show, "what wouldn't a political candidate give for a meeting like this."

And the show itself? Compared with cheerful gusto by Lancashire county council's publicity officer, Stephen Duncan, it captured the interest of the audience from the start.

Branches get together

The idea was inspired by Lancashire county branch and its P.R. committee secretary, John Sudell.

It was based on a successful pilot scheme at Accrington in July, which, despite unexpected difficulties, attracted 300 people to the town hall.

Organisation of the Blackpool night was led by Fred Sturdy, and was handled admirably by a hard-working committee of branch representatives from Lancashire (Fylde sub-branch), Blackpool, Fleetwood, Lytham St. Annes, Thornton Cleveleys and Poulton, Kirkham and Fylde, N.W. Gas Board Headquarters, and N.W. Electricity Board Headquarters.

The film *Mr. Jenkins pays his rates*—telling the story of the "conversion" of a reluctant ratepayer—proved admirable as a "warm-up" for the evening.

Press co-operates

In a "Bright Ideas" competition—run in co-operation with the *Blackpool Evening Gazette*—residents vied for prizes with suggestions for improving their local services.

An "Any Questions?" session, brisk and alive, owed much of its success to the uninhibited, Wilfred Pickles-style of the question master, Mr. W. Wells. He soon had people striding to the microphone, where their questions were dealt with swiftly and knowledgeably by a first-class panel of eight chief officers.

On this panel were Mr. E. C. Lee, town clerk of Blackpool; Mr. R. Aird, the town's deputy chief education officer, and the chief public health inspector, Mr. J. Pickard; Mr. C. H. Singleton, borough treasurer of Fleetwood; Mr. E. Riddiough, surveyor, Kirkham U.D.C.; Dr. E. A. R. Berkley, deputy medical officer for the Fylde Division of Lancashire county council; Mr. R. Alker, N.W. Electricity Board; and Mr. A. Hardy, N.W. Gas Board.

Evening ends with romp

No better ending could have been devised for the evening than *Can I Help You?* a delightful 20-minute romp about an information bureau, adapted by the drama group of Lancashire county branch from the playlet by Croydon member J. S. Blackwood.

And reaction to the event as a whole? It surpassed the most optimistic hopes.

Facts worth remembering about PREMIUM SAVINGS BONDS

They cost £1 each and can be bought at any Post Office, Bank or Trustee Savings Bank. You can even purchase by instalments. (Use National Savings Stamps, 2/6 each; the Post Office will give you a card.)

Your Bonds qualify for every draw (after being held for six months). 12 chances every year for each Bond you hold. The more you hold (maximum 500) the greater your chance to win one of the many THOUSANDS of Cash Prizes each month. Each Bond can win up to £1,000 for you every month.

ALL PRIZES ARE FREE OF U.K. INCOME TAX AND SURTAX

Above all, you cannot lose your investment and you can cash your Bonds whenever you like. PREMIUM SAVINGS BOND GIFT TOKENS make excellent presents for every occasion.

THE GIFT WITH THE £1,000 THRILL

All winners are notified by post. The 'London Gazette' also carries a full list of winning numbers and it can be seen at larger Post Offices.

Issued by the National Savings Committee, London, S.W.7



TOUCHING DOWN: John Robson, Scotland's D.O.O., leaves the plane that has brought him back from a visit to Wick, Orkney, Shetland, or one of the other remote spots in his widely scattered district.



These are the district officers in the North West and North Wales... D. Hinson W. Rankin S. Bradley H. Baldwin

Start and a find this our co-

June so the between who wo Evans, County Surrey branch

The c Melvin, Countie Galashie

July's judges sweet sh who wo

Also Robins branch clerk in Linda E the treas branch.

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Thank heaven for pretty girls!

—they swell our numbers in the nicest way

Start with 12 sparkling eyes, six pert noses, and a dozen curving lips—add them up and you find this bevy of "Prettiest recruits" who entered our competition in June and July.

June was a difficult month to pick a winner—so the judges agreed to split the prize of £2 2s. between shorthand typist Georgina Haines (19), who works for the Surrey Fire Service, and Doris Evans, also a shorthand typist, of Seaham, County Durham. Georgina is a member of Surrey County branch, while Doris is a Seaham branch member.

The other June beauty is 15-year-old Sheila Melvin, a member of the Scottish Eastern Border Counties branch and a junior shorthand typist in Galashiels town clerk's department.

July's choice was no easier to make, but the judges awarded the prize to Jean Ashfield, a sweet sixteen, and member of Dorset branch, who works in ambulance control.

Also chosen for their good looks were Avis Robinson (16), of the Rochdale and Bury sub-branch of Lancashire county, who is a junior clerk in Rochdale divisional health offices, and Linda Bowyer, who operates a comptometer in the treasurer's department and belongs to Cardiff branch.

We are unable to print pictures of two or three other pretty girls chosen by the judges as runners-up—because the photographs they sent were not clear enough or not large enough to reproduce well. Photographs should be glossy prints, and should show head and shoulders of the contestant only.



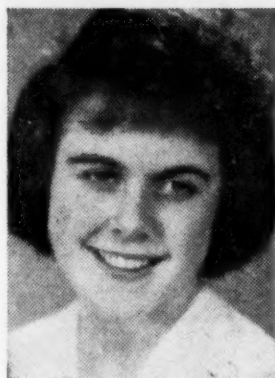
Sheila Melvin



Linda Bowyer



Avis Robinson



Jean Ashfield



Doris Evans



Georgina Haines

BRISTOL AIMS TO CATCH 'EM YOUNG

Jazz, sports, dancing among the baits?

by C. R. GIBSON

NALGO's young members in and around Bristol may soon be getting a special invitation—to come to a function planned particularly for them.

It may include a sports forum, a jazz session, a dance, something special for the girls.

It will include a talk by the district organisation officer.

This is the answer Bristol electricity branch proposes to the challenge presented at the Scarborough Conference: how to interest young people in NALGO, how to persuade them to take an active part in its work, how to induce them to take branch office.

We all want to win the interest of youth. If there is a minority which dislikes its enthusiasm and its willingness to consider new

methods and fresh viewpoints, it is too small to matter.

Yet few branches can report success.

Is it because there are so many diversions today—among them, the need to study for qualifications, and the distraction of military service?

That is undoubtedly true.

But are we not ourselves partly to blame?

How many district committees have even discussed the problem, let alone done anything about it?

Have we organised anything specially for young people? Have we considered their special needs? Do we understand their approach to their jobs, or to life itself? Do we even speak their language?

If we do get any young people on our committees, do we help them? Or do we dampen their eagerness to do what we long ago decided was impracticable?

One sure way to antagonise them is to play that record about things being too easy these days, about young people never having had it so good. As trade unionists, we should be glad to hand on conditions better than we enjoyed when we were young. And we should not reproach young people if they seem sometimes to take our efforts and results for granted.

Bristol electricity has asked all the branches in and around the city to co-operate in this experiment, as something extra to the day-to-day fight we are all waging against apathy.

Of course, it may fail. But, if we can interest these young members, we may be able to instruct them and, in a few cases, inspire them.

At least, we can try.

And many other branches could try, too.

Why not some friendly rivalry to see who can produce the most original ideas—and the most successful results?

S.E. OFFICERS MEET

Officers of joint committees of branches in the south-eastern district met in Maidstone on October 3 for an informal exchange of views and to hear a talk by John Sutcliffe, P.R.O. to Middlesex county council.

Get up to date — get an electric cooker



...it's so clean
and easy

The walls of your kitchen will stay much cleaner and brighter once you've got an electric cooker. And, of course, cooking by electricity is very easy because it can be controlled completely accurately.

Your Electricity Service Centre can show you the latest electric cookers. There are so many different kinds now: those with electric auto-timers, those with warming drawers, eye-level grills, glass oven doors—all sizes and prices. Easy terms are very easy, and installation is particularly simple.



Get up to date go electric!

Issued by the Electrical Development Association

6171A

Big top at Enfield

Housed in a giant marquee, displayed on more than 10,000 feet of salvageable timber, and manned by local government officers, Enfield branch's local government exhibition proved itself worth every minute of the time spent building it.

The exhibition, an enlargement of the branch's "This is your life" display in July, was supported by the council and included in last month's Enfield Horticultural Show.

Ald. A. A. F. Tatman, mayor of Enfield—with Ald. E. L. Mackenzie, chairman of the exhibition liaison committee, C. E. Platten, clerk to the council, and Ken Jakes, branch exhibition director—spent an hour in the marquee studying its story of local government.

Sewers and flowers

From the model of the new civic centre and the highways department's display of new road signs, to a six-foot deep open manhole showing the sewage system working, the parks department's flowers and shrubs, and the library, treasurer's, entertainments, housing, education, youth, and public health departments' stands—all showed that few of Enfield's members had not taken part.

"Each department made itself responsible for its stand, and staff spent hours of spare time planning and producing them," said Ken Jakes. "Departmental rivalry kept ideas secret—so even I didn't know how the stands would look!"



GENNING UP: F. Signey, district organisation officer for the North Western and North Wales district, studies his route before setting off. Geographically, this is the largest district south of the border.



Wales and in Scotland,
H. Baldwin C. Drury F. Howarth

P.R. TARGET FOR 1960

Nation-wide effort to break all records

NALGO's "Cover the Country" campaign goes on. So successful has proved this public relations drive—in which each branch has seen its contribution to the pattern of activity recorded on a map of Britain—that it is to be extended until Conference next year.

The target: a concerted, nation-wide effort that will outstrip even the record-breaking achievements of 1958-59.

It's a keen challenge. But we are well on the way already—38 projects completed since June, and another 12 on the stocks.

Yes, the outlook is bright. NALGO branches have burst forth with many fresh ideas, and new sparkle is being given to old favourites. As for that essential ingredient—enthusiasm—it has never been higher.

In fact, everything points to 1959-60 being the best year yet in NALGO public relations.

Completed projects

* Indicates that the NALGO exhibition—"Local Government is Our Business"—was used.

1. ACCRINGTON with LANCA-SHIRE COUNTY*—NALGO civic week, library exhibition and pilot scheme for NALGO "Show" in county area (see page 8).
2. ALDERSHOT*—library display.
3. BARKING*—"Open Week" at new town hall, in collaboration with the council.
4. BEXHILL-ON-SEA*—library display.
5. BOSTON*—display at trades' fair.
6. BOURNEMOUTH—branch "Any Questions?" team completes third year's programme.
7. BRENTFORD & CHISWICK*—exhibition during council's civic week.

8. CAMELFORD* (E. Cornwall)—"Our District" week.
9. CHINGFORD*—display during council's Charter celebrations.
10. CHIPPENHAM*—series of eight newspaper articles, "Local Government and You" in the "Wiltshire News"; display at local horticultural show.
11. CREWE*—exhibition in collaboration with council.
12. CROSBY & LITHERLAND*—library display.
13. ENFIELD*—"This is Your Life" exhibition, with "Welcome to Citizenship" receptions for 21-year-olds and newcomers; also display at Enfield Show (see page 9).
14. ETON*—small NALGO exhibition screens at branch horticultural show in council offices.
15. FYLDE COAST branches with LANCA-SHIRE COUNTY*—NALGO "Show" at Blackpool (see page 8).
16. GLOUCESTER CITY and COUNTY*—display at homes and trades exhibition. NALGO exhibition also shown in county libraries and at local horticultural show.
17. GREAT YARMOUTH*—exhibition in collaboration with council in 750th Charter anniversary celebrations.
18. GUILDFORD*—display at local exhibition centre.
19. HALSTEAD*—"Civics Week" at local secondary school, including public "Any Questions?" night.
20. HARLOW*—display at industry and careers exhibition.
21. HATFIELD*—display at local community centre.

22. LINDSEY*—display at county show.
23. LIVERPOOL*—tent exhibition and film shows at Liverpool Show.
24. LONG EATON*—library display.
25. LOUTH*—display at local trades' fair.
26. MALTON*—film show-brains trust as climax to one-week NALGO display.
27. MIDDLESBROUGH*—display at horticultural and handicrafts show.
28. PORTSMOUTH*—display at local drapery store on opening of new Guildhall.
29. ROMFORD*—display at town hall.
30. SOUTHAMPTON*—display at Southampton Show.
31. STAFFORD*—"Welcome to Citizenship" reception, in collaboration with the mayor.
32. STOKE NEWINGTON*—display at local "Field Day."
33. STOURBRIDGE*—library exhibition and floral fête.
34. SWINTON & PENDLEBURY*—exhibition in collaboration with council.
35. TOTTENHAM*—collaboration with council in Charter anniversary celebrations.
36. WALSALL*—tent exhibition at Walsall Show; also library display.
37. WEST NORFOLK*—display at King's Lynn.
38. YEOVIL with SOMERSET and EXETER & DISTRICT HEALTH SERVICES*—tent exhibition at Bath & West Show, Yeovil.

Projects planned

39. BRAINTREE*—display at community centre exhibition.
40. BRIGHTON*—lecture series on local government for scholars at Brighton College.
41. BRISTOL*—inter-schools civics quiz, branch golden jubilee.
42. BURTON-ON-TRENT*—display at art gallery, branch golden jubilee.
43. CASTLEFORD*—local government exhibition.
44. CHELTENHAM*—display at "Safety for All" exhibition.
45. CORBY*—talks and film shows for local organisations.
46. ESHER*—help to local school with civics studies.
47. HETTON*—"Citizens' Week," in collaboration with local Methodist church, for second year running.
48. ISLE OF ELY*—inter-schools civics quiz.
49. READING*—house-to-house distribution of council's "Civics News" and NALGO leaflets.
50. WANSTEAD AND WOODFORD*—display at "Welcome to Citizenship" reception.

Leaflet distribution

Since our last report (in June) another 19 branches—making 279—have joined in the distribution of copies of the popular NALGO leaflet—"Local Government and You." They are: Aldershot, Braintree, Bucks County (10,000), Crewe, East Cornwall, Enfield, Great Yarmouth, Hornchurch, Louth, Maidenhead and Cookham, Middles-



brough, Paddington, Reading, Southampton, Sunbury-on-Thames, Swinton and Pendlebury, Walsall, Worcestershire, and Yeovil.

With additional copies taken by other branches, total distribution has now reached 226,150.

District activities

A "house-party" for branch P.R.O.s was held by the East Midland district committee at Nottingham from September 18-19; the Metropolitan district committee is to hold its 12th annual P.R. School at Westcliff-on-Sea, October 16-18; the North Eastern, a "Group" meeting of branch P.R.O.s at Stockton on October 31; and the West Midlands, a "house party" at Leamington Spa from November 13-14.

The eighth annual week-end conference for district P.R.O.s is to be held at Cheltenham from October 9-11. Speakers will include Mr. W. C. Anderson, NALGO's general secretary, and Mr. S. J. Noel-Brown, principal of S. J. Noel-Brown & Co. Ltd., O. & M. and Work Study Consultants.

DEATH OF TWO BRANCH STALWARTS

We regret to report that two long-serving branch officers died in August.

Secretary of the Bournemouth branch for more than 21 years, Gerald H. W. Legge died at the age of 59, after a short illness.

He joined Bournemouth council in 1922 as a clerk of the District Committee. He became deputy local fuel overseer in 1941, and overseer in 1943.

Mr. Legge had been branch secretary since 1937.

W. F. (Bill) Ottewill was honorary secretary of the Kent County Officers' Guild branch from 1927 to 1948.

First elected to the guild executive in 1924, he became secretary three years later, when membership was 258. Twenty-one years later, it had grown to 1,664. On his retirement in 1957, Mr. Ottewill continued to serve on the executive.

We also report with regret the recent deaths of:

Glyn Griffiths, public relations officer of Cardiganshire branch for four years.

S. Leather, secretary of Aire and Calder navigation branch, and Yorkshire district representative on the national service conditions sub-committee (transport), who died suddenly of heart attack.

Mrs. G. A. A. Roff, a member for more than 50 years, who died suddenly whilst on holiday. One of the oldest members of Herefordshire branch, she was for 27 years matron of Alton Street Hospital.

A. A. Shergold, formerly honorary secretary, Portsmouth area hospitals branch and branch B. & O. Fund secretary.

Percy Whittle, former president of Urnston branch.

Scottish branches to vote on merger

by JACK LAURIE

SHOULD the Scottish Joint Industrial Council and the National Joint Council for England and Wales merge to form one negotiating body for all local government staffs? Every Scottish local government branch is being asked to discuss this important question at its annual general meeting.

To help members reach a decision, a special sub-committee of the district committee is to prepare a White Paper. This will be sent to branches, together with comments and recommendations from the district local government sub-committee.

This is the outcome of a lively debate in the district committee at Kirkcaldy on September 12. Last November, the district committee deferred consideration of a merger, deciding instead to press the Scottish local government employers to bring pay and conditions up to English standards. The results of their efforts were seen in the revised salary structure and new scales reported last month.

But, at the September meeting, a motion from Falkirk branch demanded that the district committee should take steps immediately to secure a merger. There had been nothing but delays, said mover A. Duncan.

No comparison

He was supported by H. Ferris, Fife county, who said that there was no comparison between the two schemes of salaries and conditions, and that members wanted integration.

A. Jack, Glasgow, agreed that the aim should be one negotiating body, but he warned of difficulties in obtaining it.

"And if you have difficulties to tackle, you must have the members behind you," he said.

He therefore supported the recommendations of the local government sub-committee that the question be referred to branches after a special White Paper had been circulated. Once members' views were known, he added, there need be no further delay.

Thereupon, the district committee rejected Falkirk's motion and adopted the proposals of the local government sub-committee by an overwhelming majority.

Women's conference

Scottish women members are invited to gather at the Gros-

venor Hotel, Haymarket, Edinburgh, on Saturday, October 24.

The occasion is their own annual conference, and highlight of a programme that begins at 2.15 and ends with tea at 4.30 is a talk on NALGO by Miss F. E. Pole, N.E.C.

As an innovation, delegates will be asked to comment on these annual conferences—and there will be prizes for the best contributions.

Recruitment plan

Congratulations to Glasgow gas branch which has appointed an assistant P.R.O. to co-ordinate its recruitment campaign.

Through departmental collector or executive committee member, he will send every new entrant a leaflet about NALGO and an invitation to join.

The collector or committee member will be expected to pass back to him the completed application form—or an explanation of the prospective member's refusal to join.

There will be a register of all new entrants, and a monthly report to the branch executive.

The invaluable D.R.

My own experience is that 100 per cent membership is achieved where there is a live and enthusiastic departmental representative. So I welcome the district committee's decision to buy 300 copies of the West Midlands district leaflet outlining the duties and responsibilities of the D.R. The idea is that committee members will then bring it to the attention of their branches.

Already popular south of the border, I would say the leaflet is a must for every efficient departmental representative.

J. B. Adam

Members of the district committee heard with sorrow that their old colleague and former district P.R.O., J. B. Adam, had died.



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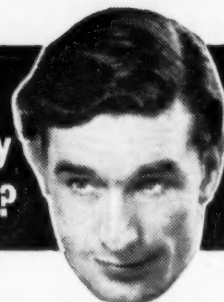
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As a student reading for History Honours I find CHAMBERS'S indispensable.—R.B. (Highgate).

On the twenty-fifth anniversary of his appointment and as a mark of appreciation Mr. L.S.M. was presented with a set of CHAMBERS'S ENCYCLOPÆDIA at his own request.

I would like to express my approval of the usefulness and guidance that the boys of this school obtain from CHAMBERS'S.—Headmaster (Liverpool).

I cannot find any praise too high—I looked at a number of encyclopedias before buying CHAMBERS'S and none came within any distance of it.—J.E., D.Sc. (Essex).

As a librarian of a national newspaper, have some claim to a professional knowledge of reference books, and I have no hesitation in regarding CHAMBERS'S ENCYCLOPÆDIA as the best in the English Language.—R.H.B. (London N).

FOURTH—FOLD AND TUCK INTO REPLY-PAID SECT.

READERS' FORUM

I must challenge some of the arguments raised in the September *Public Service* under the heading of "Brightest and Best?"

It is wrong to assume that grammar school curriculum is the only basis for recruitment of local government officers. Much depends on the nature of duties to be performed, and the interests and aptitudes of the applicant. That the secondary modern school product is unsuitable for recruitment to local government is a prejudiced statement.

I suggest our leaders consider a lesson in the forefront of the trade union movement today—rejection of social prejudices within the ranks, and the pursuit of the rate for the job.

G. H. BATSON
Essex county branch

The editorial in September's *Public Service*, which discussed the creation of an "officer class," was right to the point.

But to call it an "officer class" was possibly unfortunate, as it has so many social and political connotations in a democracy.

Surely, the first duty of all local authorities is to give the ratepayers the very best service

for their rates, and this should be kept in mind.

There is still a lot of "dead wood" to be cleared from the

Letters for the November journal should reach the editor, York Gate, Regents Park, London, N.W.1, by October 19. Please keep them short!

local government service, and the wider the doors are opened to more competition in terms of human ability, the better!

K. J. HILLER

8 Freeman's Close,
Leamington Spa,
Warwickshire

At 18, I consider that local government has much to offer the keen young man who is prepared to get a qualification.

With this in mind, I decided to take the Clerical examination in December this year. I had to take a correspondence course, because there were no evening classes during the summer holiday period.

When I applied to my council for reimbursement of the examination entrance fee, I also asked if they would consider paying part of my correspon-

dence course fee—if only the equivalent of the night-school fee.

Result: Not only did they deny me the right to make my own choice—correspondence course or night school—but they suggested that I should sit the examination at a later date, presumably so that I could make use of their evening classes.

Why can't local government attract the right type of person? I suggest this sort of "encouragement" might be one reason.

DISILLUSIONED

"We regret . . ."

I read of proposals for the extension of educational facilities for local government officers for whom the D.M.A. is an appropriate qualification.

Some of us who have studied and obtained qualifications do not find it easy to secure advancement. For a post starting at the bottom of Clerical Division III, I was informed in a "regret" notice that "there were 109 applications received, and nearly all were of the qualified standard and experience required."

Recently I noticed that an administrative post on APT II

'Officer class' ... two-a-penny posts ...
38-hour week ... electricity pay.

had been filled by an applicant whose qualifications were A.C.C.S., D.M.A.

Are these indications that certain qualified staff are now two a penny?

DISCOURAGED

Less at the top

The recent local government salary settlement revives an anomaly removed in 1957.

An officer working a 38-hour week at the top of APT I (£765) gets a higher rate per hour than one working a 44-hour week (as a special condition) at the top of APT II (£880).

Moreover, if the APT I man works an extra six hours, he gets overtime pay for it.

This means that, for 44 hours' work, it is cheaper to grade a post in APT II than in APT I! Surely these discriminations should go, and 38 hours be made the working week for all.

T. C.

The staff side is aware of all the difficulties arising from the overtime provisions. So far, the employers have refused to make any change; but the negotiations will be resumed in the near future.

Last in the line

Plymouth members graded in the local government Miscellaneous scheme are tired of coming last whenever a pay claim is being negotiated—and tired of watching their differentials diminish.

Can Miscellaneous grade officers be given direct representation at district and national level, so that they can have a real say in the settlement of their pay and conditions?

And can there be an early

review of Miscellaneous salaries—or a complete transfer of these officers to the "Purple Book," with a no-detriment clause?

Plymouth F. G. JONES

Latest developments on the Miscellaneous scheme are reported on page 5. NALGO has never favoured representation based on particular classes or particular grades. Any Miscellaneous grade officer can, of course, stand for election.

Detrimental transfer

Local authority staffs in Bristol have had another pay rise from April 1.

But for the 1947 Electricity Act, the rise would have been enjoyed also by many of us who are now, perforce, in the electricity supply industry, having been transferred—without option—from Bristol corporation electricity department.

A comparison of scales shows how we have suffered.

In March, 1941, the maximum of the general division applying to all Bristol corporation staff, including those in the electricity department, was £385.

Today, its equivalent for staffs in the corporation is £655.

But, for supply industry staffs, it is only £590.

So, in just over 11 years, we have reached a point where our pay is 11 per cent less than it would have been had we not been nationalised.

Meanwhile, our status and promotion prospects have progressively diminished as people have come in from outside.

As reported in last month's "Public Service," the staff side of the electricity National Joint Council is going to arbitration on a claim for review of its general clerical scale.

£1,200 WON FOR THREE MEMBERS

THE shelves in the blood transfusion department where Miss Jones worked were too high for her to reach, so when she filed the record cards she had to stand on a chair.

July 24 last year was like any working day for Miss Jones—until she stood on the wooden-slatted chair. Suddenly the seat collapsed, and Miss Jones gashed her leg badly.

NALGO claimed that her employers had failed in their duty to provide safe equipment, and the claim was settled for £100.

A new refuse disposal vehicle was delivered to a London borough council depot, where a representative of the manufacturers demonstrated how the van should be used. The hinge on the back door was at the top, so that when the door was open it was flush with the van top.

Under the open door were a group of men, among them technical assistants Mr. Evans and Mr. Franks. While they were still under it, the door crashed down on them. Mr. Evans suffered bruising to the back and left hip. Mr. Franks was less lucky. He injured his spine and had to stay away from work for four months.

It was clear the defective door was at fault and a claim was made against the manufacturers. Mr. Franks's claim was settled for £1,103 8s. 8d. while Mr. Evans received £25 17s.

These are two examples—though the names are fictitious—of the thousand cases helped by NALGO during the past year.

You can enlist its help in any legal difficulty connected with your job—superannuation, conditions of service, accidents at or on the way to or from work, tax problems, libel, slander.

So, if you ever need legal aid, ask your branch secretary how to go about getting it from NALGO.

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MY BOOKSHELF

Clearing up municipal chaos in south-east Lancashire

by Laurence Welsh

"BY the end of the Second World War, all who worked in local government agreed that reform was necessary and was becoming more urgent year by year."

So maintains L. P. Green in *Provincial Metropolis: the future of Local Government in South-East Lancashire* (Allen and Unwin, 30s.).

In this analysis of the obsolete and chaotic state of local government in his chosen area, Mr. Green provides yet further evidence for this belief.

This vast conurbation is itself a metropolis, and his study of its defects and of possible remedies is supported by an examination of corresponding problems and attempted solutions in many great cities of the world.

He describes the four main sets of proposals which have been advanced for reforming Lancashire local government,

and follows them up with one of his own—a two-tier structure scheme with one Metropolitan Lancashire county council and fifteen "district councils" of varying status, thus reducing the present number of authorities from 72 to 16.

Any other business

How to run a meeting smoothly and expeditiously is an old problem which has been the subject of many treatises.

Latest is a handy little booklet

by James W. Ghant, secretary of the North Western Electricity Board, who tried it out as a paper read to the annual meeting of the Corporation of Secretaries. That so knowledgeable a body approved it for publication (at 1s. 6d.) commends it.

The title *Any Other Business* contains a sly hint that this agenda item can be easily abused by those who, "if not properly controlled," roam at large over irrelevant themes.

21st birthday

The Story of the W.V.S. (H.M.S.O., 3s. 6d.) is a stimulating one, ably told by Virginia Graham. The book marks the twenty-first birthday of this competent—almost omniscient—body of women. Well chosen photos, David Langdon drawings, and a smoothly written text describe their multitudinous activities in the service of mankind.

At home and abroad

Brian Chapman's books about French local or central government have shown that he can get inside the skin of the officials whose work he is describing.

Now he has made a study of *The Profession of Government* in eight west European countries (Allen and Unwin, 28s.).

Mr. Chapman's pen flows easily, and the reader finds that, with little effort, he has absorbed a volume of information about recruitment, training and promotion in the public services of many lands, with asides on the likenesses or differences.

Thus, British public servants are chosen on the assumption that any subject of study, if tackled with success, furnishes equal proof of administrative aptitude; that high administration requires a good but not a specialised brain; and that character is almost as important as intellect.

But most of our neighbours, and notably the French and the Germans, believe that the science of administration must be studied for many years before it can be successfully put into practice.

Mr. Chapman grinds no axes but sets out impartially all he knows about the public services and their relations with politicians and the public.

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FAITH AND HOPE OUT OF SUFFERING

IN *Night of the Mist* (Bodley Head, 15s.) a former inmate of various concentration camps who is now a local government officer describes his experiences, as Lord Russell of Liverpool says, "from an unusual aspect—the effect of them upon the victims themselves."

Although Eugene Heimler, a psychiatric social worker, and a member of the Middlesex county branch, describes the horrors he witnessed and experienced from the time of his arrest in Hungary in 1944 one cannot but feel the deep-laid cable of faith and the message of hope it carried beneath this sea of suffering.

Mr. Heimler touches upon the actual atrocities only when he is obliged to do so in order to illustrate his point, which in the main is concerned with how different characters survive or sink, and how all characters change in such circumstances.

The language of the book is plain and poignant; in certain passages, poetic prose, which is not surprising when we learn that Mr. Heimler was a published poet in his early days. Throughout the pages, the futility of hate is gently defined and the strength of faith courageously expressed.

"Our lips shall frame no Hymn of Hate
Though those we dearly loved are dead
We shall in virtue imitate
The ones from whom all hates are fled
What use their death if hearts be sour
And rancour mingle with our tears?
For hate which lasts a single hour
Can stain the love of many years."

J. C. S.

RATING GUIDE

Shaw's Practical Guide to Valuation for Rating (Shaw & Sons, 30s.). An up-to-the-minute reference book (206 pages) intended for professional men, students, and laymen; the last-named will find it hard going. The authors are not named, but described as experts.

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Prize crossword for members

Compiled by R. B. MAWBY (Middlesex Executive Council branch)

We regret that a surplus black square slipped into Crossword No. 11 last month, thus wrecking one of the clues. For this we are sorry, and for the sake of puzzlers who found it all too puzzling we are repeating the competition this month.

Not-so-crossword: entries received on the original square will stand an equal chance of a prize with the new ones, whether or not the misleading clue was correctly solved.

Two prizes of one guinea each will go to the senders of the first two correct solutions opened. These must reach The Editor, "Public Service," 1 York Gate, Regents Park, N.W.1, not later than October 26.

Write your name, address, and branch on the

ACROSS

- 1 Act after an unusual dispute over a letter (8)
- 5 Minor dictatorship revealing Scandinavian influence (6)
- 9 Rude exclamation about 'orrid passage! (8)
- 10 Sounds as though the tailor suits! (4, 2)
- 12 A tame N.E. variety of mammal (7)
- 13 An atomic element is nothing to drink (7)
- 14 Unripe tradesmen? Their wares shouldn't be! (12)
- 17 Combine mind and prestige for this sort of painting (12)
- 22 150 to love? That'll cause a row! (7)
- 23 Terror! Quails! There's a finback! (7)
- 24 Met his doom at Stamford Bridge in 1066 (6)
- 25 Hinder (8)
- 26 The inner man is satisfied in this car (6)
- 27 Went up as the century closed (8)

DOWN

- 1 Strike and steal away secretly? (6)
- 2 Cutting father on the phone? (6)
- 3 Palpitate (7)
- 4 Issues are often their concern (12)
- 6 Floral alternative in no small company (7)
- 7 One may find a record above! (8)
- 8 Study poetry or its counterpart (8)
- 11 Impressions which may be called in evidence (12)
- 15 Brought up for examination? (8)
- 16 Take two mules in—and find the murderer! (8)
- 18 This feeling is mine, too (7)
- 19 Run true, change, and nourish (7)
- 20 Stupefied—and put to the bottom half, perhaps! (6)
- 21 The bare 550 made a deafening noise (6)

AT RANDOM

Civic centre

Man wants but little here below, and a public service appointment is one certain way of getting it.

As others see us

"Definition of a perfect local government officer: a man who can think of a valid objection to any possible solution."—Herbert V. Prochnow.

Typists' pool

"If my letters are so awful why do you want me to keep carbon copies?"

Horse's mouth

"What's the chief like?" asked duntious, and deserving of the new assistant. "Efficient, inmost respect," was the reply. "You ask him—he'll tell you so himself."

Problem parent

Taking out a library book on child psychology, the housewife explained: "I haven't any children, but my husband's a bit difficult at times."

Careless stork

"A printer's error, which passed eagle-eyed proof-readers unnoticed, referred to a store-keeper as a stork-keeper. It turned out that the storekeeper so described had twelve children."—*Thames Gas Magazine*.

As you were

"To taking up floor to find rat and replacing same, 5s. 6d."—Builder's invoice.

Cash for crosswords

Compilers' competition

Don't just sit there, puzzling over crossword clues!

Compile a crossword—and you might win the £3 3s. first prize (or £1 5s. as a runner-up) in this new competition.

Members are invited to submit, by October 31, crossword puzzles for *Public Service*. They should be 15 squares by 15, in a symmetrical pattern of any proportion of blacks and whites. (Avoid words of less than three letters, foreign words, abbreviations, and proper nouns: any phrases must be in common use.)

The numbered, blank puzzle, with clues written clearly below

it, must be on one sheet of paper, with name, address and branch of sender on the back. On a separate, attached, sheet draw the crossword, completed with solutions, and write name, address and branch on the back.

One entry each, from members only, should be sent to The Editor, "Public Service," 1 York Gate, Regents Park, N.W.1, for judging by a panel. The editor—whose decision is final—may decide to divide the prize according to entry standards.

The winning entry will be published in December. Prize-money for puzzles of runners-up, appearing in subsequent issues, will be paid upon publication.

This month's competition

"REST YOU MERRY!"

set by STANLEY J. HOLLAND (Birmingham)

Only 60 shopping days to Christmas!

Hardly long enough to find that Christmas card with just the right verse for the chairman of your establishment committee, or board, or the N.J.C. employers' side (or staff side) secretary, or the honorary treasurer of NALGO—or even the editor of *Public Service*.

So why not write your own? Prizes totalling three guineas—to be awarded at the editor's discretion—are offered for the best verses (limit, four to six lines) for NALGO Christmas cards—whose lucky recipients should be stated.

Entries, giving name, address and branch, must reach *Public Service*, 1 York Gate, Regent's Park, London, N.W.1, by October 27. The editor's decision is final.

50 years ago

From NALGO's Journal, October, 1909

"In England and Wales there were 900,000 persons whose condition called for public assistance... the total annual expenditure of public money on Poor Law relief was, as near as possible, £14,000,000, of which £3,770,000 was spent in London."

(Footnote. — £122,000,000 was spent on National Assistance last year. There was an average of 1,649,000 weekly grants.)

"The Pembrokeshire Urban District Council have resolved to fix speedometers on all their trams, placed in such a position that they can be easily read by passengers."

"The expense entailed in maintaining motor vans used in connection with the removal of refuse and the watering of the streets, is very considerable, due largely to the mechanism continually requiring to be overhauled on account of the strain of the frequent stoppages and reversing of the gear on account of the enormous traffic in the city..."

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Local government commission

N.E. & S.W. ARE NEXT AREAS FOR REVIEW

OPPOSITE ends of the country will be examined by the Local Government Commission for England in the second stage of its review of local authority boundaries and status.

This second stage is expected to begin this autumn. It covers: The Tyneside and West Yorkshire special review areas. Together, these cover 10 county boroughs, 12 boroughs, and 31 urban district councils.

The surrounding geographical counties of Northumberland, Durham, and Yorkshire. The geographical counties of Derby and Nottingham.

The geographical counties of Gloucester, Somerset, Devon, and Cornwall and the Scilly Isles.

The Commission's job is to recommend any changes it thinks would make local government more effective.

Effects on staffs can be far-reaching. In accordance with NALGO's policy on local government reform, the district committees concerned have been asked to consult their branches and to submit their comments for consideration by the N.E.C.'s special committee. The Association will then make any necessary representations to the Commission.

It is provisionally announced

that the third stage will cover the north-west, and the fourth the rest of the country—Lincolnshire, East Anglia, and the south-east and south.

The Tyneside special review area comprises the county boroughs of Gateshead, Newcastle upon Tyne, South Shields and Tyne-mouth; the boroughs of Jarrow, Wallsend and Whitley Bay; and the urban districts of Blaydon, Felling, Gosforth, Hebburn, Longbenton, Newburn, Ryton, and Whickham.

The West Yorkshire special review area comprises the county boroughs of Bradford, Dewsbury, Halifax, Huddersfield, Leeds, and Wakefield; the boroughs of Batley, Brighouse, Castleford, Keighley, Morley, Ossett, Pontefract, Pudsey, and Spenborough; and the urban districts of Alreborough, Baildon, Bingley, Colne, Valley, Denby Dale, Denholme, Elland, Featherstone, Heckmondwike, Holmfirth, Horbury, Horsforth, Kirkburton, Knottingley, Meltham, Mirfield, Normanton, Queensbury and Shelf, Ripponden, Rothwell, Shipley, Sowerby Bridge, and Stanley.

'Give river board seniors J.N.C. pay'

Senior officers of river boards should be paid according to the chief officer scales of the Joint Negotiating Committee.

This was the conclusion of the national service conditions sub-committee (local government) on September 5, when it considered a detailed report on the present position.

The report arose out of a notice of motion submitted for the Scarborough Conference by the Yorkshire Ouse River Board branch, with the support of the Yorkshire district committee. This was routed by the agenda committee to the service conditions machinery.

Pointing out that some of these senior officers were not covered by any negotiating machinery, the branch asked for action:

- "1. To require river boards to adopt the scales of the Joint Negotiating Committee for Chief Officers of Local Authorities; or
- "2. To set up negotiating machinery for such officers.

The national sub-committee collected information from the districts about 26 of the 32 river boards in England and Wales.

It found that most of them were paying Charter scales to their administrative, professional, technical, and clerical staffs, and that about half of them were applying to their senior officers either the J.N.C. scales or scales related to them.

The sub-committee decided that, in the first place, local action should now be taken to persuade any river boards not paying their senior staffs on this basis to do so.

Assimilation scales for health staff

These are the new assimilation scales for health service A. and C. general grades, referred to on page 3.

1.7.59	1.7.59	1.7.59	1.7.59
Grade D to higher clerical	Grade D to gen. admin.	Grade D to gen. admin.	Grade D to gen. admin.
£	£	£	£
Old New	Old New	Old New	Old New
600 650	732 785	732 785	732 785
625 675	739 785	739 785	739 785
650 705	745 785	745 785	745 785
675 735	752 785	752 785	752 785
705 735	759 785	759 785	759 785
(735) (735)	766 785	766 785	766 785

Grade E to gen. admin.	Grade F to gen. admin.	Grade G to senior admin.	Grade H to senior admin.
754 785	778 890	961 1040	961 1040
785 820	810 925	995 1080	995 1080
815 855	842 960	1028 1120	1028 1120
846 890	875 1000	1062 1160	1062 1160
876 925	907 1040	1078 1200	1078 1200
910 960	943 1000	1095 1240	1095 1240
918 1000	954 1000	1112 1240	1112 1240

Grade F to senior admin.	Grade G to senior admin.	Grade H to senior admin.	Grade I to senior admin.
907 1040	961 1040	961 1040	961 1040
920 1040	995 1080	995 1080	995 1080
934 1040	1028 1120	1028 1120	1028 1120
947 1040	1062 1160	1062 1160	1062 1160
961 1040	1078 1200	1078 1200	1078 1200
974 1040	1095 1240	1095 1240	1095 1240
991 1040	1112 1240	1112 1240	1112 1240

Grade D to exec. off. I	Grade E to exec. off. I	Grade F to exec. off. I	Grade G to exec. off. I
726 780	748 780	748 780	748 780
732 780	775 810	775 810	775 810
739 780	802 840	802 840	802 840
746 780	829 870	829 870	829 870
753 780	857 900	857 900	857 900
760 780	884 900	884 900	884 900
	851 900	851 900	851 900

Grade E to exec. off. II	Grade F to exec. off. II	Grade G to exec. off. II	Grade H to exec. off. II
818 880	841 990	841 990	841 990
848 915	874 1030	874 1030	874 1030
882 950	909 1070	909 1070	909 1070
916 990	945 1070	945 1070	945 1070
950 1030	981 1070	981 1070	981 1070
957 1070	990 1070	990 1070	990 1070
965 1070	1001 1070	1001 1070	1001 1070

* Or to personal secretary or supervisor of typists, shorthand typists or machine operators on the higher clerical scale

WHEN IS A SORTERGRAPH . . . ?

The feature describing the work of the Dental Estimates Board, published in last month's *Public Service*, included a photograph of an 800-flap sorting device which was described in the caption as a "Sortergraph." The manufacturers have pointed out that the piece of equipment in the foreground of the photograph is an "Ambidex"; the girls in the background are using "Sortergraphs."

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1. If the fee includes text-books, ask for titles, authors, publication dates and price—then get qualified advice.
2. If there are no text-books with the course, find out how points not made clear can be explained.
3. Find out fully about any pass-guarantee.
4. If a refund is offered on failure, ask how many people have received refunds.
5. If further tuition is promised on failure, ask just what this means—and what it will cost.
6. Ask whether, if you finish the course before the examination, you can answer additional tests without extra charge.
7. If you aren't ready for the exam, ask what it will cost to extend your course.
8. Find out how many students have sat for, and passed, the exam you're taking. Don't be satisfied with percentages, which can mislead.
9. Get all the details about your tutors—and their pass mark.
10. Ask if your work will be criticised and commented on, or simply marked.
11. Discover whether, if you pay the full fee but don't finish the course, you can claim notes, books, instruments, etc., provided.
12. Demand the terms of contract you're expected to sign—and ensure no others are implied.

The NALGO correspondence institute can help you on all these points and similar ones. All the terms of tuition are clearly set out on the enrolment form.

There's an old army warning, beloved of N.C.O.s.: "You play fair by me, and I'll play fair with you."

That goes for you. Having signed a contract, you will be expected to honour its terms.

ELECTRICITY'S BIGGEST SURPLUS EVER

A profit of more than £27,300,000—biggest since nationalisation—is shown in the Electricity Council's annual report for 1958-59.

The report, which will be reviewed in *Public Service* next month, was presented by the Council's new chairman, Mr. C. R. King, who was formerly deputy chairman of the Central Electricity Generating Board.

Sir Henry Self

Mr. King has succeeded Sir Henry Self, who retired in August this year, and who was chairman of the Electricity Council during the year under review.

Mr. L. G. Moser, NALGO's organiser for electricity staffs, writes:

"Sir Henry has made an outstanding contribution to the industry. He has proved himself anxious to practise joint consultation, and to take fully into account the view of trade unions on important matters. He will be sorely missed."

"I welcome the appointment of Mr. King, who has a very real appreciation of the value of human relationships."

University scholarship offer for over-25s

Up to 30 Ministry scholarships for university courses in liberal studies are again offered for 1960.

These scholarships are for "mature students"—men and women over 25 who were unable to go to university at the normal age, but who have kept up their studies since leaving school.

NALGO members who are interested should apply at once for further information to the Secretary, Ministry of Education (Awards Branch), 13 Cornwall Terrace, Regents Park, London, N.W.1.

President and D.G.S. at Wiesbaden Conference

From a Special Correspondent

THIS year NALGO was represented for the first time at the International Congress of Administrative Sciences, which was held at Wiesbaden from August 30 to September 3.

The President, Norman Bingham, and the deputy general secretary, Geoffrey Drain, joined the British delegation to the Congress, and had a busy and interesting five days there.

The Congress, the eleventh of its kind, was organised by the International Institute of Administrative Sciences, an international non-governmental organisation which, in its own words, seeks to formulate and disseminate "general principles of public administration, comparing the experience of different countries in this field, preparing adequate methods and, in general, surveys, studies, projects and agreements for the improvement of administration in theory and practice."

64 countries

In undertaking this work, the Institute maintains official contacts with 64 countries. Forty-nine of them were represented at the Congress, together with representatives of a number of United Nations specialised agencies and other international bodies.

Other members of the British delegation included the Director of the Royal Institute of Public Administration, Mr. Raymond Nottage, and two members of its executive council, Sir Albert Day, former chairman of the staff side of the Civil Service Whitley Council, and Mr. Stewart Williams, controller of administration for B.B.C. Television.

Two of the subjects discussed at the Congress were of particular interest to NALGO's representatives. These were the powers of autonomous institutions, such as nationalised industries, universities and voluntary associations; and the conditions of service of public servants, which included consideration of such matters as incentives in the widest sense, working hours, and improvement of working conditions.

Unflagging discussion

A third topic, relating to the problems of introducing automation, was also of some interest in so far as the discussion related to the impact on staff of the introduction of automation, a problem to which the Association has applied itself.

Discussion on all these subjects was unflagging and varied both in content and quality. Many of the participants came from the highest level of academic and official life in their respective countries, and their different approaches to the

topics under discussion were of great interest.

As might have been expected, the academic people were primarily concerned with theory and postulated the ideal situation—and sometimes NALGO's two representatives, coming

A NALGO REVUE

Next year's NALGO Conference is to have its own big-scale musical show.

Staged in Brighton's 2,000-seater Dome—which, by day, will house the Conference itself—this intimate revue will turn the spotlight of satire on NALGO policies and NALGO people.

"Black and White," as it is called, is written by Pierre Edmunds, with original music by Ron Boulter. It will be presented by the south eastern district with a cast of 30 from the famous Hastings NALGO players, under their producer, Reg Taylor.

There will be one performance only, on Wednesday, June 15. Already, Brighton's Conference secretary, Bernard Hill, warns delegates and visitors to reserve the night—and to be ready to book early when the Conference literature begins to appear.

from the rather more down-to-earth field of day-to-day trade unionism, formed the impression that the learned participants were somewhat up in the sky.

They therefore took the opportunity to give the Congress the benefit of NALGO's great experience in these fields, Norman Bingham by emphasising that the establishment of adequate salary standards, and the proper grading of posts, should precede consideration of any system of individual incentives, and that any such system should not be so extensive as to prejudice the salary structure, and Geoffrey Drain by giving some account of the role and development of voluntary bodies in Great Britain.

From what was said at the time and afterwards, the NALGO representatives believe that their views were helpful to the work of the Congress.

Preston leads world in water treatment

A new water treatment plant has been opened at Preston. It is the largest station in the world using micro-straining to cleanse the water.

The plant was envisaged by Preston's former water engineer and manager, Mr. E. C. Oakes.

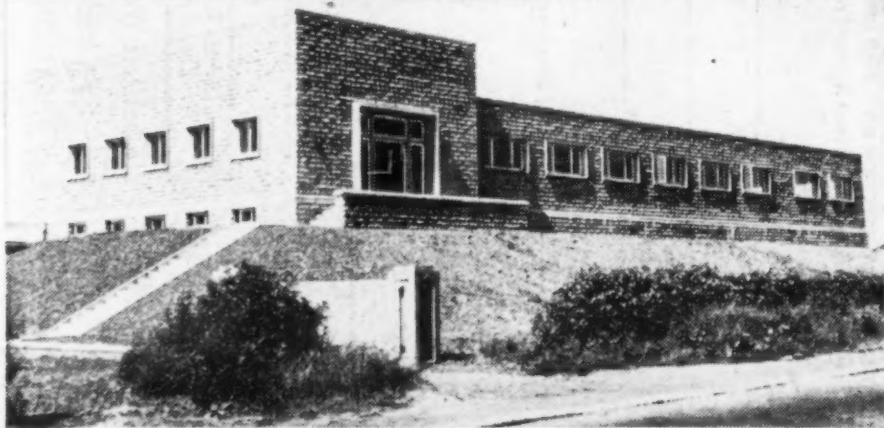
His successor, Mr. J. F. Bailey, with deputy Mr. G. R. Aldersley and senior engineer Mr. S. H. Tuson, worked on a scale model of the new plant

and decided on alterations saving about £2,000.

Another NALGO member, Mr. A. Black, new-works engineer, supervised the contract.

This £137,000 plant, which is hoped to be fully automatic by 1965, was handed over to the new Preston and District Water Board, which was "born" on October 1.

Photo by Lancashire Evening Post.



NEW TOWNS POLICY TALKS

Pledges given by the Minister of Housing and Local Government during debates on the New Towns Bill will be reviewed by the staff side of the New Towns Whitley Council on October 13.

Among them are the promises on compensation for new towns staff who lose their jobs when the towns are completed.

Staff side policy decided at this meeting will be submitted to the full Council at a later date.

(The achievements of the new towns will be on show at the Royal Academy, Burlington House, Piccadilly, W.1, from October 3 to 17 inclusive. The exhibition will be open from 10 to 5 on weekdays and from 2 to 6 on Sundays. Admission is free.)

Spirit of partnership growing in electricity

"Are trade unions, while retaining their independence, to accept joint consultation with management on matters of mutual concern?"

"Or are they to be a permanent opposition group in industry, playing no part in management decisions outside the sphere of wages and conditions of service?"

Mr. D. G. Dodds, industrial relations adviser to the electricity Council, spotlighted this "issue of fundamental importance" last month. He was speaking to electricity students at this year's South Wales and Monmouthshire district week-end school, held at Aberystwyth.

Sturdy roots

In the supply industry, he said, joint consultation had struck sturdy roots.

It began with the formation of the industry's National Joint Advisory Council in 1949.

Now, besides the national council and the 12 district councils, there were nearly 500 local advisory committees.

Mr. Dodds traced four stages in this growth:

1949-51: Short meetings confined to amenities. Both sides suspicious and cautious.

1951-54: Longer meetings. Safety and accident prevention discussed. Fleeting references to efficiency, education, and training. Initiative still from national and district councils.

1954-57: Greater mutual confidence. Discussion of major changes in the industry.

1957 onwards: Initiative from local committees. National and district councils as forums for wider issues.

Many problems had still to be

New N.W. district officer

Harold Baldwin, formerly secretarial assistant at No. 3 Oldham sub-area of the North Western Electricity Board, joined the Association's full-time staff as district officer in the North Western and North Wales office last month.

Congratulations on the appointment were expressed at the September meeting of the national service conditions sub-committee (electricity), of which Mr. Baldwin had been a member since its inception.

He has also been branch secretary, chairman of the district service conditions sub-committee and the staff side of the North West District Joint Council, and a member of the National Joint Council since 1952.

(See feature, "District Office at your service," Page 8.)

MUSIC-MAKING TOUR



Blowing their own trumpets here are two players of the Middlesex Youth Orchestra, with two trombonists, who took part in a nine-day tour of West Germany during August and last month. In charge of the party was NALGO member A. N. Bristow, the county youth officer, who was assisted by a team of five group leaders. During the tour the orchestra played in Munchen-Gladbach, Duisberg, Hamborn, and Dusseldorf.

'Extra pensions' increased

In a question and answer on pensions in last month's *Public Service*, it was stated that men or women who work after pensionable age can earn an increase in their National Insurance retirement pension of 1s. 6d. for every 25 extra contributions paid.

As a result of the National Insurance Act, 1959 (Section 6), the increase is now 1s. for every 12 extra contributions paid.

Special provision has been made for cases where some of the extra contributions were paid before the Act and some after.

The rule still stands that only those contributions actually paid during the extra period count towards the increase—not those credited during any period in which sickness, unemployment, or industrial injury is drawn.

TILLINGS AGREEMENT IN SIGHT

The end of the road is in sight for the long-desired agreement on negotiation of the salaries of clerical, administrative, and supervisory staffs in the Tillings group of transport companies.

John Lancaster, NALGO's organising officer for transport staffs, reports that the draft is now with the employers, whose approval is expected any time now.

KENT INTRODUCE THE FIRST EVER
100% BACTERIA-PROOF FILTER
FITTED IN A HOSPITAL VACUUM

*The KENT **MICROSTAT**

WHAT IS SO DIFFERENT ABOUT THE KENT FILTER P

It's remarkable 100% effectiveness. Kent research over the past three years has been towards the development of a filter that would allow free air flow yet be capable of filtering and retaining 100% of all bacteria drawn into the machine. Even 99% effectiveness could mean that a great number of micro-organisms are re-circulated in the atmosphere, but the KENT MICROSTAT is 100% bacteria proof and EXHAUSTS STERILE AIR.

WHO DEVELOPED IT P

The Kent Company of America. After an official enquiry into the problems of cross infection, the U.S. Federal National Institute of Health invited the Kent Company to co-operate in the development of a suitable filter. Earlier this year the Kent Microstatic Impaction Filter was perfected, and exhaustive American tests by leading authorities in this field* have conclusively proved that it gives 100% retention of all micro-organisms of sub-micron size and larger drawn into the machine.

* Dr. Henry F. Allen, J.A.M.A. 170:261 1959, and further research data to be published.

HAS IT BEEN TESTED IN THIS COUNTRY P

Yes. By various hospital bacteriologists who have reported on their findings to Hospital Management Committees. It has been offered for test to the Ministry of Health and the Ministry of Works. Kent will loan, entirely without obligation, a MICROSTAT to any hospital wishing to carry out their own tests.

WHAT IS THE LIFE OF THE FILTER P

The filter is a bacteria trap of an essentially physical nature and as such does not quickly lose its effectiveness. Continuous tests have so far been unable to detect any reduction in efficiency whatsoever.

* The Kent Microstat Model is a mobile hospital vacuum cleaner, powered by two 1/2 h.p. motors but is nevertheless, for the power transmitted, exceptionally quiet in operation. Kent have been a leading supplier of hospital cleaning equipment for the past 50 years and thousands of Kent machines are now in use in hospitals and institutions throughout the world. Available for the first time in this country, Kent equipment is manufactured by a wholly British Company.

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